



EMPLOYMENT TRIBUNALS

Claimant: Mr T Harvey

Respondent: LR Panels Limited

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make an unfair dismissal complaint.
3. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring such a complaint.
5. The claimant has failed to give an acceptable reason why the complaint should not be struck out, despite being given the opportunity to do so by 24 November 2021.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment and can continue.
7. The remaining claims are for:
 1. unpaid wages,
 2. notice pay, and
 3. accrued but untaken holiday pay;
 4. a reference under section 11 of the Employment Rights Act 1996 whether correct payslips were provided to the Claimant; and if payslips were purported to be provided what particulars ought to have been included on them.
8. The Respondent has already been informed by letter of 10 November 2021 that it has until **8 December 2021** to respond to those remaining claims.

Employment Judge Moor

6 December 2021