



EMPLOYMENT TRIBUNALS

Claimant: Mr M Thomas

Respondent: 1. Smart Solutions Recruitment LTD

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 under section 94.
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 under section 94.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal under section 94 is struck out. The claimant's other complaints are not affected by this judgment, including his claim under section 103A.

Employment Judge R Harfield
Date: 10 March 2023

JUDGMENT SENT TO THE PARTIES ON 17 March 2023

FOR THE TRIBUNAL OFFICE Mr N Roche