



# EMPLOYMENT TRIBUNALS

**Claimant:** Man Nga Wan

**Respondent:** Jabez Wai You Lam

## JUDGMENT

The claim 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. Therefore the Claimant is not entitled to bring such a complaint.
5. The Claimant has confirmed that she had insufficient service and accepts that the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. As that was the only complaint brought, the case is struck out as a whole and will not proceed.

**Employment Judge Povey**

**Date: 10 September 2024**