



EMPLOYMENT TRIBUNALS

Claimant: Mr. A Bekkouche

Respondent: Royal Mail Leicester

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. The Claimant was employed by the Respondent for less than two years. Therefore, the Claimant is not entitled to bring such a complaint.
3. The Claimant has set out the reasons that he considers his dismissal was unfair but those largely relate to procedural issues and the Claimant does not advance any argument that he was dismissed for a reason which would amount to an automatically unfair reason where no minimum length of continuous service is required. He has therefore not shown any valid reason as to why the complaint of unfair dismissal should not be struck out.
4. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's other complaints are not affected by this judgment.

Employment Judge Heap
Date: 7th October 2024

JUDGMENT SENT TO THE PARTIES ON

.....08 October 2024.....

FOR THE TRIBUNAL OFFICE