



EMPLOYMENT TRIBUNALS

Claimant: Mr C White

Respondent: Debenham vp Ltd

JUDGMENT

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

REASONS

1. The claimant complains of unfair dismissal (amongst other things).
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, unless one of the specific exceptions apply.
3. The claim form implies that the claimant was employed by the respondent for less than two years.
4. Despite being given the opportunity to do so, the Claimant has not presented any argument that one of the exceptions apply. His 2 October submission simply asserted that he thinks that unfair dismissal would be a reasonable complaint for him to bring, while stating that he would potentially be content to bring an alternative complaint.
5. Accordingly, the complaint of unfair dismissal is struck out.

6. The claimant's other complaints are not affected by this judgment. The claim continues as one which alleges failure to pay salary which was due, and/or for notice pay based on alleged wrongful withdrawal of job offer.

Employment Judge Quill

Date: 6 October 2024

JUDGMENT SENT TO THE PARTIES ON

16/10/2024.

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FOR THE TRIBUNAL OFFICE