



EMPLOYMENT TRIBUNALS

Claimant: J Ward

Respondent: Greater Manchester Sports Clubs Limited

PRELIMINARY HEARING

Heard at: Manchester

On: 23 October 2024

Before: Employment Judge Batten

Representation:

For the claimant: in person

For the respondent: M Haroon, director

JUDGMENT

The complaint of unfair dismissal is struck out.

REASONS

1. The claim includes a complaint of unfair dismissal. However, section 108 of the Employment Rights Act 1996 requires a claimant to have not less than 2 years' service to make an unfair dismissal complaint.
2. The claimant was employed by the respondent for less than 2 years. Therefore, the claimant is not entitled to pursue a complaint of unfair dismissal.
3. In discussion at this preliminary hearing, the claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why this complaint should not be struck out for lack of jurisdiction. Accordingly, the complaint of unfair dismissal is struck out.
4. The claimant's other complaints, of race discrimination, unpaid wages and commissions, notice pay and holiday pay, shall proceed to final hearing listed on **6-8 August 2025**.

Employment Judge Batten
Date: 23 October 2024

JUDGMENT SENT TO THE PARTIES ON
28 October 2024

FOR THE TRIBUNAL OFFICE