



EMPLOYMENT TRIBUNALS

Claimant: Mr G Pennington

Respondent: Blackbelt Smartphone Defence 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.
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.
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 is struck out.
7. The claimant's remaining complaint is not affected by this Judgment and will proceed to be heard on a date to be provided to the parties.

Employment Judge Phil Allen
27 January 2025

JUDGMENT SENT TO THE PARTIES ON

7 February 2025

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FOR THE TRIBUNAL OFFICE