



EMPLOYMENT TRIBUNALS

Claimant: Mr. N. Bohana

Respondent: Mr. M.A. Jones t/a M. Jones Scaffolding

HELD AT: Mold **ON:** 18 October 2019

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Litigant in person

Respondent: Mr Barrow, Counsel

JUDGMENT

The judgment of the Tribunal is:

1. The claimant was not dismissed where the reason, or principal reason, for his dismissal was that he took time off to care for a dependant (sections 57A & 99 Employment Rights Act 1996);
2. The claimant was dismissed on 14th January 2019 by which date the claimant had not been employed for two years; he is not entitled to claim protection against unfair dismissal as no exceptions to the qualifying period for protection apply.

Employment Judge T.V. Ryan

Date: 18.10.19

JUDGMENT SENT TO THE PARTIES ON 18 October 2019

FOR THE TRIBUNAL OFFICE

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.