



EMPLOYMENT TRIBUNALS

Claimant: Miss S Minskip

Respondent: Daisy Recruitment Ltd

JUDGMENT

The complaints that the claimant was unfairly dismissed and seeking a statutory redundancy payment are 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. Similarly, entitlement to a redundancy payment is subject to the claimant having had a period of two years of continuous employment – section 155 of the Employment Rights Act 1996.
8. The claimant's other complaints are not affected by this judgment.

Employment Judge Maidment
Date: 17 April 2019