



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Ullah

**Respondent:** Andersen Textiles Ltd

## JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The reference to determine entitlement to a Redundancy Payment is struck out

## REASONS

1. The claimant's complaints include a complaint of unfair dismissal.
2. The claimant also claims to be entitled to a redundancy payment.
3. 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.
4. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service in order to have the right to a redundancy payment.
5. The claimant was employed by the respondent for less than two years.
6. Therefore, the claimant is not entitled to bring a complaint of unfair dismissal and is not entitled to a redundancy payment.
7. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints should not be struck out.
8. Accordingly, the complaint of unfair dismissal and the reference to determine entitlement to a redundancy payment are struck out.

9. The claimant's other complaints are not affected by this judgment.

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Employment Judge Slater

Date: 16 July 2019

JUDGMENT SENT TO THE PARTIES ON

17 July 2019

FOR THE TRIBUNAL OFFICE