



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Holmes

**Respondent:** Fibresafe Ltd

## JUDGMENT

The reference to determine entitlement to a Redundancy Payment is struck out.

## REASONS

1. The claimant claims to be entitled to a redundancy payment.
2. 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.
3. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to a redundancy payment.
5. By letter dated 25 July 2019 the tribunal gave the claimant an opportunity to make written representations as to why this part of the claim should not be struck out, or to request a hearing at which that question could be decided. The claimant has not replied.

6. Accordingly, the reference to determine entitlement to a redundancy payment is struck out. The claimant's other complaints are not affected by this judgment.

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Employment Judge Horne

Date: 19 September 2019

JUDGMENT SENT TO THE PARTIES ON

19 October 2019

FOR THE TRIBUNAL OFFICE