



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Abbas

**Respondent:** Manchester Evening News

## JUDGMENT

The complaints that the claimant was unfairly dismissed and was entitled to be paid a statutory redundancy payment are struck out.

## REASONS

1. The claimant complains of unfair dismissal and that he was entitled to be paid a statutory redundancy payment.
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. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to have a right to a redundancy payment.
4. The claimant was employed by the respondent for less than two years.
5. Therefore, the claimant is not entitled to bring a complaint of unfair dismissal and was not entitled to be paid a statutory redundancy payment.
6. 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.

7. Accordingly, the complaint of unfair dismissal and the complaint that the claimant was entitled to be paid a statutory redundancy payment are struck out. The claimant's complaint of unlawful deduction from wages is not affected by this judgment.

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Employment Judge Slater

Date: 28 November 2019

JUDGMENT SENT TO THE PARTIES ON

2 December 2019

FOR THE TRIBUNAL OFFICE