



EMPLOYMENT TRIBUNALS

Claimant: Mr N Allan

Respondent: The Butchers Block At The Farm Ltd

JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The complaint that the claimant was entitled to a redundancy payment is struck out

REASONS

1. The claimant complains of unfair dismissal amongst other matters. He is also asking for 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 to be entitled 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 complaint of unfair dismissal and the claim for a redundancy payment should not be struck out.

8. Accordingly, the complaint of unfair dismissal and the claim for a redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge McDonald

Date: 6 December 2019

JUDGMENT SENT TO THE PARTIES ON

11 December 2019

FOR THE TRIBUNAL OFFICE