



EMPLOYMENT TRIBUNALS

Claimant: Mr M Zak

Respondent: Estabulo Rodizio Bar & Grill

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal and seeks 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 any 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 bring such complaints.
5. 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.
6. Accordingly, the complaints of unfair dismissal and seeking a redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Maidment

Date: 17 December 2019