



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Hafiz

**Respondent:** Bodrul Ahmed

## JUDGMENT

The complaints that the claimant was unfairly dismissed and the claimant's claim for a redundancy payment are struck out.

## REASONS

1. The claimant complains of unfair dismissal and claims a 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 either complaint.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why either of the complaints should not be struck out.
6. 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.

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Employment Judge Buzzard

Date: 3 February 2020

JUDGMENT SENT TO THE PARTIES ON

6 February 2020

FOR THE TRIBUNAL OFFICE