



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Ganiza

**Respondent:** Oyo Technology and Hospitality UK Limited

## JUDGMENT

**The complaints that the claimant was unfairly dismissed and entitled to a redundancy payment are 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. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to be entitled to a statutory 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 a complaints.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge **Moor**  
Date: 11 August 2020