



EMPLOYMENT TRIBUNALS

Claimant: Mr P Jacobs

Respondent: Northern Hospitality (MCR) Ltd

JUDGMENT

The complaint that the claimant was entitled to be paid a statutory redundancy payment is struck out.

REASONS

1. The claimant claims that he was entitled to be paid a statutory redundancy payment.
2. 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.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant was not entitled to be paid a redundancy payment.
5. The claimant was given an opportunity to say why the complaint should not be struck out. The claimant's letter of 27 July 2020 did not dispute that he had less than 2 years' service. The letter contained arguments relating to the fairness of the process, which is not relevant to entitlement to a statutory redundancy payment.

6. Accordingly, the complaint that the claimant was entitled to be paid a redundancy payment is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Slater

Date: 12 August 2020

JUDGMENT SENT TO THE PARTIES ON

25 August 2020

FOR THE TRIBUNAL OFFICE

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