



# EMPLOYMENT TRIBUNALS

**Claimant:** L M De Deus De Deus

**Respondent:** Alan Waters

## JUDGMENT

The complaint that the Respondent has failed to pay a redundancy payment is struck out.

## REASONS

1. The Claimant complains of failure to pay the redundancy payment.
2. Section 163 and 177 of the Employment Rights Act 1996 requires a Claimant to have not less than two years' service to make a complaint for unpaid redundancy.
3. The Claimant was employed by the Respondent for less than two years.
4. Therefore, the Claimant is not entitled to bring such a complaint.
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 failure to pay a redundancy payment is struck out. The Claimant's other complaints are not affected by this judgment.

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Employment Judge Gray  
Date: 17 August 2022

JUDGMENT SENT TO THE PARTIES ON  
31 August 2022 By MR J McCormick

FOR THE TRIBUNAL OFFICE