



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Hussain  
**Respondent:** Citywide Lettings Ltd

## JUDGMENT

The complaints of unfair dismissal and for a redundancy payment are struck out.

## REASONS

1. 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.
2. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make a redundancy payment claim.
3. The claimant was employed by the respondent for less than two years. Therefore, the claimant is not entitled to bring these complaints.
4. 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.
5. Accordingly, the complaints of unfair dismissal and the right to a redundancy payment are struck out. The claimant's other complaints (notice pay, holiday pay arrears of pay) are not affected by this judgment.

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Employment Judge Rogerson

Date: 27 June 2022