



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss P Love

**Respondent:** MPL Contact

## JUDGMENT

The claim for a redundancy payment is struck out.  
The complaint that the claimant was unfairly dismissed is struck out.

## REASONS

1. The claimant claims the right to a redundancy payment.
2. Section 155 of the Employment Rights Act 1996 says that employees do not have the right to a redundancy payment unless they have been employed for two years or more.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant does not have the right to a redundancy payment.
5. The claimant was given the opportunity to explain why the claim for a redundancy payment should not be struck out but has not given an acceptable reason.
6. Accordingly, the claim for a redundancy payment is struck out.
7. The claimant also complains of unfair dismissal.
8. 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.
9. The claimant was employed by the respondent for less than two years.
10. Therefore the claimant is not entitled to bring such a complaint.
11. 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.
12. Accordingly, the complaint of unfair dismissal is struck out.

13. There being no remaining complaints, the claim is at an end and all future hearings are cancelled.

---

Employment Judge Adkinson

Date: 5/1/2023