



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Moran

**Respondent:** NU Travel Limited

## JUDGMENT

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

### REASONS

1. The claimant complains of unfair dismissal and about redundancy pay.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than 2 years' service to make an unfair dismissal complaint.
3. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than 2 years' service to make an unfair dismissal complaint.
4. The claimant was employed by the respondent for less than 2 years. Therefore, the claimant is not entitled to bring complaints of unfair dismissal or for redundancy pay.
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. Accordingly, the complaints of unfair dismissal and for redundancy pay are struck out.
6. The claimant's other complaint of breach of contract is not affected by this judgment and shall proceed to a hearing on **15 June 2023**.

Employment Judge Batten  
Date: 29 March 2023

JUDGMENT SENT TO THE PARTIES ON  
3 April 2023

FOR THE TRIBUNAL OFFICE