

**Case Numbers: 1300241/2023, 1300387/2023, 1300495/2023,
1300531/2023, 1300747/2023, 1300783/2023, 1300855/2023,
1301035/2023, 1301144/2023, 1301288/2023**



EMPLOYMENT TRIBUNALS

Claimants: Ms Charlotte Gotts, Mr Evren Uygun, Karar Ali, Mr Saavan Padhiar, Mr Hussain Abass, Imtanaan Abass, Mr James Hart, Oba Waiyaki, Mr Hok Yin Stephen Chiu, Ms Yesim Kakalic

Respondent: University of Warwick

JUDGMENT

The claims for a redundancy payment are struck out.

REASONS

1. The claimants claim 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 claimants were employed by the respondent for less than two years.
4. Therefore, the claimants do not have the right to a redundancy payment.
5. The claimants were given the opportunity to explain why their claims for a redundancy payment should not be struck out but have not given an acceptable reason.
6. Accordingly, the claims for a redundancy payment are struck out. The other complaints brought by these claimants are not affected by this judgment.

Regional Employment Judge Findlay

25 April 2023