



# EMPLOYMENT TRIBUNALS

**Claimant:** J Hawkings

**Respondent:** Qube Qualifications and Development Limited (in Creditors Voluntary Liquidation)

## JUDGMENT

The claim for a redundancy payment is struck out.

## REASONS

1. The Claimant claims a 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 2 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. The claimant's other complaints are not affected by this judgment.

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Employment Judge Shastri-Hurst

Date: 27 October 2023

JUDGMENT SENT TO THE PARTIES ON

7 November 2023

FOR THE TRIBUNAL OFFICE