



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Zabinska

Respondent: Great Barr Hotel

JUDGMENT

The complaint that the claimant was unfairly dismissed/is entitled to a redundancy payment are struck out.

REASONS

1. The claimant complains of unfair dismissal and seeks a redundancy payment.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make an unfair dismissal complain. Section 155 of the employment rights act 1996 requires a claimant to be employed for two years or more to be eligible for a redundancy payment.
3. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring such complaints.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints should not be struck out.
6. Accordingly, the complaints of unfair dismissal and for a redundancy payment are struck out. The claimant's other complaints are not affected by this judgement.

Employment Judge Meichen
Date: 10th October 2023

JUDGMENT SENT TO THE PARTIES ON

24th October 2023

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Amna Khawar
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FOR THE TRIBUNAL OFFICE