



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Gilpin  
Mr S Puzhakkal

**Respondent:** AAO UK Services Limited

## JUDGMENT

The claim for a redundancy payment is 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 the claim for a redundancy payment should not be struck out but have not given an acceptable reason.
6. Accordingly, the claim for a redundancy payment is struck out. The claimants' other complaints are not affected by this judgment.

Employment Judge Ross  
Date: 1 February 2024

JUDGMENT SENT TO THE PARTIES ON

8 February 2024

FOR THE TRIBUNAL OFFICE