



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Matthaus

**Respondent:**

1. Equiniti (Hazell Carr)
2. Bank of America Merrill Lynch
3. Steven Brown
4. John Towmey

## JUDGMENT

The complaints that the claimant was unfairly dismissed and for a redundancy payment are struck out.

## REASONS

1. The claimant complains of unfair dismissal and claims the right to 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 complaint and 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 two years.
4. Therefore the claimant is not entitled to bring a complaint of unfair dismissal or have the right to a redundancy payment.
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.
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 judgment.

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S Davies  
Regional Employment Judge  
Date: 8 November 2023

JUDGMENT SENT TO THE PARTIES ON 14 November 2023

FOR THE TRIBUNAL OFFICE Mr N Roche