



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Habib

**Respondent:** Ark Healthcare

## 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.
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. 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 a complaint.
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 complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge **Broughton**  
Date: **29 March 2023**