



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Y Xavier

**Respondent:** Ms Liz Fieldsend t/a Chores & Paws

## JUDGMENT

The claim is struck out.

## REASONS

1. The claimant claims 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 claimant was employed by the respondent for less than two 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 complaint should not be struck out but has not given an acceptable reason.
6. Accordingly, the claim of redundancy payment is struck out.

Employment Judge Tsamados  
**27 February 2024**

JUDGMENT SENT TO THE PARTIES ON  
**12 April 2024**

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FOR EMPLOYMENT TRIBUNALS

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