



EMPLOYMENT TRIBUNALS

Claimant: Mr U J Panama

Respondent: 3RIO Group Limited

JUDGMENT

The complaint that the claimant was unfairly dismissed and the complaint in respect of a redundancy payment are both 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 complaint.
3. 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.
4. The claimant was employed by the respondent for less than two years.
5. Therefore the claimant is not entitled to bring either complaint.
6. 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.
7. Accordingly, both complaints are struck out. The claimant's other complaints are not affected by this judgment.

Regional Employment Judge Franey

30 April 2024

JUDGMENT SENT TO THE PARTIES ON

3 May 2024

FOR THE TRIBUNAL OFFICE