



EMPLOYMENT TRIBUNALS

Claimant: A McAlpine

Respondent: Marika Slominska - Empire Freehold Investments Ltd

JUDGMENT

The complaints of unfair dismissal and about redundancy pay are struck out.

REASONS

1. The claimant complains of unfair dismissal and about redundancy pay.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than 2 years' service to make an unfair dismissal complaint.
3. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than 2 years' service to make a complaint about redundancy pay.
4. The claimant was employed by the respondent for less than 2 years. Therefore, the claimant is not entitled to bring these complaints.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why these complaints should not be struck out. Accordingly, the complaints of unfair dismissal and about redundancy pay are struck out.
6. The claimant's other complaints are not affected by this judgment and shall proceed to hearing on 11 October 2024.

Employment Judge Batten

Date: 21 June 2024

JUDGMENT SENT TO THE PARTIES ON
1 July 2024

FOR THE TRIBUNAL OFFICE