



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Calder  
**Respondent:** Rola Property Ltd

## JUDGMENT

The complaints that the claimant was :  
(1)unfairly dismissed; and/or  
(b)is entitled to a redundancy payment are 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. 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 complaints.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints 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.

Approved by  
**Employment Judge Wedderspoon**  
Date: 14 January 2025

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE