



EMPLOYMENT TRIBUNALS

Claimant: Mr S Zbieralski

Respondent: Amazon UK Services Ltd

JUDGMENT

1. The complaints in each of these claims that the claimant was unfairly dismissed are struck out.
2. The complaint that the claimant is entitled to a redundancy payment is struck out.

REASONS

1. The claimant complains of unfair dismissal and claims 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 provides that an employee does not have the right to a redundancy payment unless they were employed for two years or more except in certain circumstances.
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 in all three of the claims brought should not be struck out.
6. Accordingly, the complaints of unfair dismissal are struck out. The claim for a redundancy payment is also struck out. The claimant's other complaints are not affected by this judgment.

Approved by Employment Judge Phil Allen
Date: 11 April 2025

JUDGMENT SENT TO THE PARTIES ON
15 April 2025

FOR THE TRIBUNAL OFFICE