



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Q Footitt

**Respondent:** Connect and Save

## JUDGMENT

The complaint of **Unfair Dismissal and Failure to Pay a Redundancy Payment** is struck out.

## REASONS

1. By a letter dated **5<sup>th</sup> February 2025** the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the complaint of **Unfair Dismissal and Failure to Pay a Redundancy Payment** should not be struck out because:
  - Under section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in your case.
  - Under section 155 of the Employment Rights Act 1996 employees do not have a right to a redundancy payment unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in your case.
2. The complaints of **Unfair Dismissal and Failure to Pay a Redundancy Payment** are therefore struck out.
3. The claimant's remaining claims remains listed for hearing on **12<sup>th</sup> June 2025**.

Approved by:

**Employment Judge Bann**

**23<sup>rd</sup> May 2025**

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE