



EMPLOYMENT TRIBUNALS

Claimant: L Koprowska

Respondent: TOC Property Servicing Limited

JUDGMENT

The claim for a redundancy payment, and unfair dismissal are struck out.

REASONS

1. The claimant claims a redundancy payment and also complains of unfair dismissal.
2. Section 155 of the Employment Rights Act 1996 states that employees do not have the right to a redundancy payment unless they have been employed for two years or more. 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. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant does not have the right to a redundancy payment and is not entitled to bring a claim of unfair dismissal.
5. The claimant was given the opportunity to explain why the claim for a redundancy payment or unfair dismissal should not be struck out but has not given an acceptable reason.
6. Accordingly, the claim for a redundancy payment, and unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Approved by
Employment Judge Self
Date: 18 June 2026

Judgment sent to the parties on
6 July 2026

Jade Lobb
For the Tribunal office

