



EMPLOYMENT TRIBUNALS

Claimant: Radu Leonard Dumitrescu

Respondent: SOPAR SO GOOD LTD

JUDGMENT

The complaints of (1) unfair dismissal and (2) for a statutory redundancy payment are struck out.

REASONS

1. 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, subject to certain exceptions that do not appear to apply in this case.
2. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to have an entitlement to a statutory redundancy payment.
3. The claimant was employed by the respondent for less than two years. Therefore, on the face of the claim, the claimant is not entitled to bring the above complaints.
4. A warning letter was sent on 11 March 2026 pointing out the claimant's lack of two years' continuous service. No response was received. The claimant has thus failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints subject to the two year qualifying period should not be struck out.
5. Accordingly, the complaints of (1) unfair dismissal and (2) for a statutory redundancy payment are struck out. The claimant's other complaints (notice pay, holiday pay) are not affected by this judgment.

Approved by:

Employment Judge Abbott

Date: 21 September 2026

JUDGMENT SENT TO THE PARTIES ON
28 September 2026

FOR THE TRIBUNAL OFFICE

P Wing