Case Number: 6015054/2026

EMPLOYMENT TRIBUNALS

Claimant: **Happy Kathiryak**

Respondent: **Leicestershire County Care Limited**

JUDGMENT

The claim for a redundancy payment is struck out.

REASONS

1. The claimant claims the right to a redundancy payment.

2. Section 155 of the Employment Rights Act 1996 says that employees do not have the right to a redundancy payment unless they have been employed for two years or more.

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.

5. The claimant was given the opportunity to explain why the claim for a redundancy payment should not be struck out but has not given an acceptable reason.

6. Accordingly, the claim for a redundancy payment is struck out. The claimant's other complaints are not affected by this judgment.

Approved by
Employment Judge V Butler
Date: 16 October 2026

JUDGMENT SENT TO THE PARTIES ON

26 October 2026

Raj Sohal
FOR THE TRIBUNAL OFFICE