



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Hyam

Respondent: Royale Care UK Ltd

JUDGMENT

The complaints of unfair dismissal and redundancy payment are struck out.

REASONS

1. The claimant complains of unfair dismissal and failure to pay a redundancy payment.
2. Sections 108 and 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make an unfair dismissal or redundancy payment complaint.
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 should not be struck out.
6. Accordingly, the complaints of unfair dismissal and redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

The remaining claims remain listed for a Hearing on 15 March 2019 at 10 a.m.

Regional Employment Judge Pirani

6 November 2018