



EMPLOYMENT TRIBUNALS

Claimant: Mr A Goudie

Respondent: Silicon Finance Ltd

JUDGMENT

1. The Respondent's name is amended to Silicon Finance Limited.
2. The complaint that the Claimant was unfairly dismissed is struck out.
3. The claim for a statutory redundancy payment is struck out.
4. The claim of unauthorised deduction from wages succeeds and the Respondent is ordered to pay the Claimant £193.08 in respect of that deduction.
5. The claim for damages for failure to give notice of termination of employment succeeds and the Respondent is ordered to pay the Claimant £2,916.17.

REASONS

1. The Claimant complains of unfair dismissal and claims a statutory redundancy payment.
2. Sections 108 and 155 of the Employment Rights Act 1996 require a Claimant to have not less than two years' service to make those claims.
3. The Claimant has not established that he was employed by the Respondent for two years or more.
4. The Claimant has failed to give any reason, despite being given the opportunity to do so, why those claims should not be struck out.
5. Accordingly, those claims are struck out.
6. The Respondent has not entered a response to the Claimant's complaints of unauthorised deduction from wages and claim for damages for failure to pay notice pay. He is therefore entitled to a Judgment in his favour in respect of those complaints, under Rule 21 of the Tribunal's Rules of Procedure.

Employment Judge Cox

Date: 1 May 2019