



EMPLOYMENT TRIBUNALS

Claimant: Miss G Dornan

Respondent: JPL Plumbing and Heating Engineers Ltd

JUDGMENT

The complaints that the claimant was unfairly dismissed and that there was a failure to pay a statutory redundancy payment are struck out.

REASONS

1. The claimant complains of unfair dismissal and that she was not paid a statutory redundancy payment.
2. 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. Section 155 of the Employment Rights Act 1996 provides that an employee does not have the right to a redundancy payment unless they were continuously employed for two years.
4. The claimant was employed by the respondent for less than two years.
5. Therefore the claimant is not entitled to bring such complaints.
6. 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.
7. Accordingly, the complaints of unfair dismissal and that there was a failure to pay a statutory redundancy payment are struck out.
8. The claimant's other complaints are not affected by this judgment.

Employment Judge Phil Allen
Date: 22 April 2021

Case No: 2402534/2020

JUDGMENT SENT TO THE PARTIES ON

26 April 2021

FOR THE TRIBUNAL OFFICE