



EMPLOYMENT TRIBUNALS

Claimant: Miss R Shashidhar

Respondent: Ixia Flowers Limited (in Voluntary Liquidation)

JUDGMENT

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

REASONS

1. The claimant complains of unfair dismissal and failure to pay 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 requires a claimant to have not less than two years' service to have a right to a redundancy payment.
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 complaint of unfair dismissal and the complaint of failure to pay a statutory redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Slater

Date: 7 February 2023

JUDGMENT SENT TO THE PARTIES ON
15 February 2023

FOR THE TRIBUNAL OFFICE