



EMPLOYMENT TRIBUNALS

Claimant: Mr S Culleton

Respondent: Heysham Young Plants Ltd

JUDGMENT

The complaints that the claimant was unfairly dismissed and of failure to make a redundancy payment are struck out.

REASONS

1. The claimant complains of unfair dismissal and a failure to make a redundancy payment.
2. Section 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 complaint and a failure to make a 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 complaint of unfair dismissal and a failure to make a redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Holmes

Date: 21 February 2020

JUDGMENT SENT TO THE PARTIES ON

24 February 2020

FOR THE TRIBUNAL OFFICE