



EMPLOYMENT TRIBUNALS

Claimant: Mr A Finaru

Respondent: Velocity Delivery Services

JUDGMENT

The complaint that the claimant was unfairly dismissed and the claim for a redundancy payment are struck out.

REASONS

1. By two letters dated the 10 January 2023, the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the complaints of unfair dismissal and a claim for a redundancy payment should not be struck out because:
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 and claim a redundancy payment.
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. Accordingly, the complaint of unfair dismissal and a claim for a redundancy payment are struck out.
6. The claimant's other complaint of non-payment of wages is not affected by this judgment.

Employment Judge **Johnson**
Date: 26 May 2023

JUDGMENT SENT TO THE PARTIES ON
8 June 2023

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FOR THE TRIBUNAL OFFICE