



EMPLOYMENT TRIBUNALS

Claimant: Mr K Kehoe

Respondent: Scratch Repair Company

JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The complaint that the respondent failed to pay the claimant a redundancy payment is struck out.

REASONS

1. The claimant complains of unfair dismissal and the respondent's failure to make a 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 these complaints.
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 complaint should not be struck out.
6. Accordingly, the complaints are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge **Ainscough**
Date: **15 January 2024**

JUDGMENT SENT TO THE PARTIES ON

24 January 2024

FOR THE TRIBUNAL OFFICE