



EMPLOYMENT TRIBUNALS

Claimant: Miss Y Khalimon

Respondent: AAO UK Services Limited

JUDGMENT

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

REASONS

1. The claimant complains of unfair dismissal and claims a 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. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make a claim for 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 these claims.
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 complaint of unfair dismissal and the claim for a redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Ross

Date: 1 February 2024

JUDGMENT SENT TO THE PARTIES ON

8 February 2024

FOR THE TRIBUNAL OFFICE