



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Dimitrov

**Respondent:** Fresh Direct Limited

## JUDGMENT

The claims of Unfair Dismissal and for a Redundancy Payment are struck out.

## REASONS

1. The claimant claims unfair dismissal and 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, and section 155 requires the same period for 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 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, both claims are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Holmes

Date: 23 November 2018

JUDGMENT SENT TO THE PARTIES ON

29 November 2018

FOR THE TRIBUNAL OFFICE