



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Harris

**Respondent:** Bradfords Building Supplies Limited

## JUDGMENT

The claimant's claims for unfair dismissal and for entitlement to a statutory redundancy payment are struck out.

## REASONS

1. The claimant complains of unfair dismissal, and seeks a declaration that he is entitled to a statutory 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 these proceedings.
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, these claims are struck out.

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Employment Judge Roper

Date: 12 October 2020

JUDGMENT SENT TO THE PARTIES ON

16<sup>th</sup> October 2020

By Mr J McCormick

FOR THE TRIBUNAL OFFICE