



# EMPLOYMENT TRIBUNALS

Claimant: Ms R Bosakwa

Respondent: Elizabeth Cardy

## JUDGMENT

The complaints that the claimant was unfairly dismissed and redundancy payment are struck out.

## REASONS

1. The claimant's complaints of unfair dismissal and non payment of a redundancy payment.
2. Section 108 and 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make unfair dismissal and redundancy payment complaints.
3. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring those 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, the complaints of unfair dismissal and failure to pay a redundancy payment are struck out. The claimant's other complaints are not affected by this judgment and will proceed to hearing **01 August 2023**.

Employment Judge **Beyzade**

28 July 2023