



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Davies

**Respondent:** Rentapprises Group International Ltd

## JUDGMENT

The complaint that the claimant was unfairly dismissed and the claim for unpaid redundancy pay are struck out.

## REASONS

1. The claimant complains of unfair dismissal and brings a claim for redundancy pay.
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.
3. Section 155 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make a claim for redundancy pay.
4. The claimant was employed by the respondent for less than two years.
5. Therefore the claimant is not entitled to bring such a complaints.
6. 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.
7. Accordingly, the complaint of unfair dismissal and the claim for redundancy pay are struck out. The claimant's other complaints are not affected by this judgment.

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Employment Judge Harfield  
Date: 13 November 2024

JUDGMENT SENT TO THE PARTIES ON

19 November 2024

Katie Dickson  
FOR THE TRIBUNAL OFFICE