



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Sarver

**Respondent:** Handicare Accessibility Limited

## JUDGMENT

The complaints of unfair dismissal and redundancy pay are struck out.

## REASONS

1. The claimant complains of unfair dismissal and redundancy pay are struck out.
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 says that employees do not have the right to a redundancy payment unless they have been employed for two years or more.
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. Accordingly, the complaints of unfair dismissal and redundancy are struck out. The claimant's other complaints are not affected by this judgment.

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Regional Employment Judge S Davies  
Date: 13 November 2024

JUDGMENT SENT TO THE PARTIES ON

26 November 2024

J Chambers

FOR THE TRIBUNAL OFFICE