



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Cooper-Hogan

**Respondents:** Sir Benjamin Slade  
Pyman Bell (Holdings) Limited  
Athelbald Limited  
Front Lodge Limited  
Maunsel Contractors Limited  
Maunsel Limited  
Woodlands Limited  
Woodlands Castle Limited  
Sir Benjamin Slade T/A Athelbald  
Sir Benjamin Slade T/A Pyman Bell Holdings  
Sir Benjamin Slade T/A Woodlands

## JUDGMENT

The complaints that the Claimant was unfairly dismissed and for a redundancy payment are dismissed.

## REASONS

1. The Claimant complains of unfair dismissal and for a 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 an unfair dismissal complaint and for a redundancy payment.
3. The Claimant has asserted she had less than two years, therefore, the Claimant is not entitled to bring such complaints.
4. Accordingly, the complaints of unfair dismissal and for redundancy pay are struck out. The Claimant's other complaints are not affected by this judgment.

**Employment Judge Gray**

**Dated 11 March 2021**

**Case Number: 1403052/2020/A**

Sent to the parties on 29 March  
2021:

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For the Tribunal Office:

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