



EMPLOYMENT TRIBUNALS

Claimant: D H Colman

Respondent: TenonFM

JUDGMENT

- (1) The complaint of **unfair dismissal** is struck out.
- (2) The complaint seeking a **redundancy payment** is struck out.
- (3) The remaining complaints of:
 - (a) holiday pay;
 - (b) race, sex and age discrimination;
 - (c) breach of contract; and,
 - (d) unpaid wages,

are unaffected by this judgment and remain in the proceedings.

REASONS

1. By a letter dated **31/10/2024** the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the complaint of **unfair dismissal and redundancy payment** should not be struck out because it
 - it has no reasonable prospect of success because you worked for the respondent for less than two years continuously when your employment ended. This meant that the Tribunal did not have jurisdiction to hear these complaints in accordance with **sections 108 and 155 Employment Rights Act 1996**.
2. The claimant has failed to make representations in writing, or has failed to make any sufficient representations, why this should not be done or to request a hearing. The complaints of **unfair dismissal and redundancy payment** are therefore struck out.
3. The claimant's remaining claim(s) remains listed for a preliminary hearing case management on **19/05/2025**.

Employment Judge Johnson
5 December 2024

JUDGMENT SENT TO THE PARTIES ON

6 January 2025

.....
FOR THE TRIBUNAL OFFICE