



THE EMPLOYMENT TRIBUNALS

Claimant: Mr G Hunter

Respondent: G4S Secure Solutions (UK) Limited

Heard at: North Shields Hearing Centre **On:** 29 October 2019

Before: Employment Judge Morris

Representation:

Claimant: In person

Respondent: Ms M Page, Solicitor

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. At the time material to the claimant's complaints he was a disabled person as that term is defined in Section 6 of the Equality Act 2010.
2. The claimant is unable to avail himself of the right under Section 94 of the Employment Rights Act 1996 not to be unfairly dismissed by the respondent as, in accordance with Section 108 of that Act, that Section 94 does not apply to the dismissal of an employee unless he has been continuously employed for a period of not less than two years ending with the effective date of the termination of his employment (which the claimant had not been) and, further, the claimant's asserted dismissal does not fall within any of the exceptions to that statutory requirement that are contained within Section 108(3) of that Act.
3. As such, the claimant's complaint that he was dismissed by the respondent and that that dismissal was unfair is dismissed.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON
8 November 2019**

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