



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Pringle  
**Respondent:** Community Integrated Care  
**Heard at:** Newcastle in person  
**On:** 27, 28, 29, 30 November 2023  
1 December 2023  
7, 8, 9 February 2024  
**Before:** Employment Judge Loy  
Mrs C Hunter  
Mr S Lie

## Representation

**Claimant:** In person  
**Respondent:** Mr P Kerfoot of counsel

# JUDGMENT

The judgment of the Employment Tribunal is that:-

1. The claimant did not have the qualifying period of employment required by section 108(1) Employment Rights Act 1996 to present a claim for unfair dismissal contrary to section 94 Employment Rights Act 1996. The Tribunal had no jurisdiction to consider the claimant's complaint contrary to section 94 which is dismissed.
2. The claimant's claim for unfair dismissal contrary to section 100(1)(c) Employment Rights Act 1996 not well-founded and is dismissed.
3. The claimant's claim of detriment contrary to section 44(1)(c) Employment Rights Act 1996 is not well-founded and is dismissed.
4. The claimant's claim for breach of contract/unpaid wages is not well-founded and is dismissed.
5. The claimant's claim for breach of contract for unpaid notice is not well-founded and is dismissed.

Employment Judge Loy

12 February 2024

**Public access to employment tribunal decisions**

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.