



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Ioan Pirlog

**Respondent:** Barchester Healthcare Limited

**Heard at:** Cambridge Employment Tribunal **On: 23 May 2024**

**Before:** Employment Judge Michell (sitting alone)

**Appearances:**

For the claimant: In person

For the respondent: Ms Erin Moncur (solicitor)

## JUDGMENT

1. The tribunal does not have jurisdiction to determine the claimant's claim of 'ordinary' unfair dismissal under s.94 of the Employment Rights Act 1996 (ERA), because he does not have the 2 years' continuity of service required under s108(1) ERA. The claim of unfair dismissal is therefore dismissed,
2. The claim of automatically unfair dismissal under s.103A ERA for having made a protected disclosure is struck out under Employment Tribunal Rule 37(1)(a), because it has no reasonable prospect of success.

Employment Judge Michell

Date: 23 May 2024

ORDER SENT TO THE PARTIES  
ON 3 July 2024

FOR THE TRIBUNAL OFFICE

Written reasons for this decision will not be provided unless asked for by either party by a written request made within 14 days of the sending of this written record of the decision.