



EMPLOYMENT TRIBUNALS

Claimant: Mr R Cramer

Respondent: Outpayce Ltd (Amadeus Subsidiary)

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make an unfair dismissal complaint.
3. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring such a complaint.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out. The claimant has suggested that s108(3)(c) applies "*where dismissal is connected with discrimination under the Equality Act 2010*". There is nothing to that effect in s108(3)(c).
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment, including (to the extent made) any claim that he was constructively dismissed and that that constructive dismissal was an act of disability discrimination.

Approved by Employment Judge Anstis
Date: 20 January 2026

JUDGMENT SENT TO THE PARTIES ON

30 January 2026

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FOR THE TRIBUNAL OFFICE