



5

EMPLOYMENT TRIBUNALS (SCOTLAND)

10

Case No: 8002368/2025

Held in Glasgow on 14 January 2026

Employment Judge S Cowen

15

Mr Lyle

**Claimant
In person**

20

Calmac Ferries Limited

**Respondent
Represented by
Ms Fowlie (solicitor)**

25

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

For the reasons given by the Tribunal in an oral judgment:

30

1. The Claimant's claim for unfair dismissal under s.96 Employment Rights Act 1996 is dismissed, as the Claimant does not have the qualifying continuous service under s.108 ERA and therefore the Tribunal lacks jurisdiction to hear the claim.

35

40

**Employment Judge: S Cowen
Date of Judgment: 17 January 2026
Entered in register: 28 January 2026
and copied to parties**