



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrea Paraskeva

Respondent: Wessex Water Services Ltd

Heard at: Bristol (by CVP audio)

Date: 5 February 2026

Before: Employment Judge Midgley

Representation:

For the Claimant: In person

For the Respondent: Mr A Pincott (Counsel)

JUDGMENT

1. The claim form details no claim of whistleblowing contrary to section 103A of the Employment Rights Act 1996 ("ERA").
2. The claims of whistleblowing detriment contrary to s.47B ERA 1996 are identical to those in claim. The claimant confirmed that he was not bringing either claim 6002520/2023 which were dismissed by Judgment dated 25 October 2024. The claims are therefore struck out pursuant to Rule 38(1) (a) and 51.
3. The Tribunal has no jurisdiction to hear the claims for unfair dismissal as the claimant was not employed continuously for two years as required by section 108 of the ERA. The claim is therefore struck out pursuant to Rule 38(1) (a).
4. The remaining claims are unaffected by this Judgment and will proceed to the final hearing in accordance with the case management orders of 5 February 2026.

Approved by
Employment Judge Midgley
Date 5 February 2026

JUDGMENT SENT TO THE PARTIES ON
23 February 2026
FOR THE TRIBUNAL OFFICE

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.