



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Taylor

**Respondent:** Richmond Fire Engineers

## JUDGMENT

The claim is struck out.

## REASONS

1. The Tribunal wrote to the claimant on **26 January 2026** warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that
  - that the claimant was employed by the Respondent for less than two years and the Tribunal therefore could not consider the claim.
2. The letter gave the claimant an opportunity to explain why the claim should not be struck out, or to request a hearing at which to do so. The claimant has not replied.
3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim. This is because The Employment Tribunal has no jurisdiction to consider a complaint of Unfair Dismissal in such circumstances.
4. The claim is therefore struck out.

Approved by:

**Employment Judge Jeram**

**18 February 2026**