



EMPLOYMENT TRIBUNALS

Claimant: A Pringle

Respondent: Advanced Comprehensive Engineering Services Limited

JUDGMENT

The claim 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's continuous employment with the respondent commenced on, according to the claim form on 11 January 2024 or according to the response on 15 January 2024. The respondent dismissed the claimant on 8 April 2025, according to the claim form, or 11 March 2025 as set out in the response. On either basis the claimant's period of continuous employment was less than two years.
4. Therefore the claimant is not entitled to bring proceedings for unfair dismissal.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint of unfair dismissal should not be struck out.
6. Accordingly, the claim of unfair dismissal is struck out.
7. The claimant complains of disability discrimination
8. The respondent does not admitted that the claimant is a disabled person within the meaning of section 6 of the Equality Act 2010.
9. In his claim form the claimant has simply ticked the box to make these claims. No other information has been provided.

10. On 18 September 2025 the Tribunal sent the claimant an order requiring the claimant to provide further information relating to his complaint of disability discrimination by 2 October 2025, and further, to provide an impact statement and medical evidence relating to disability by the 16 October 2025.
11. The claimant has not responded to the order and has provided no further information to the respondent or to the Tribunal. The claimant has not set out any grounds for his claim of disability discrimination the claim cannot be responded to and has no reasonable prospect of success.
12. The claim of disability discrimination is therefore also struck out.
13. Accordingly, the claim is struck out.

Approved by:

Employment Judge Gumbiti-Zimuto

Date: 16 January 2026

JUDGMENT SENT TO THE PARTIES ON

5 March 2026

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FOR THE TRIBUNAL OFFICE