



EMPLOYMENT TRIBUNALS

Claimant: Mr E Arroyo
Respondent: Premier Support Services

Heard at: Birmingham via CVP On: 24/3/26

Before: Employment Judge Beck

Representation

Claimant: In person
Respondent: Mr Hulks, litigation consultant

JUDGMENT

1. The claimant's complaint of unfair dismissal is dismissed; on the grounds the claimant does not have 2 years' service as required by section 108 Employment Rights Act (1998).
2. The claimant's complaints under section 10 and 12 of the Employment Relations Act (1999), have no reasonable prospect of success, and are struck out under rule 38 (1) (a) Employment Tribunal Procedure Rules 2024.
3. The claimant confirmed he did not pursue complaints in relation to notice pay or outstanding wages, those complaints are dismissed.

Employment Judge Beck
Date: 24/03/2026

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>