



EMPLOYMENT TRIBUNALS

Claimant: Mr R Falconer

Respondent: Imserv Europe Limited

Heard at: Norwich Employment Tribunal (in public; by CVP)

On: 10 February 2026

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: in person

For the respondent: Mr P Nainthy, solicitor

JUDGMENT

1. The claimant's application to amend the claim to add a claim of victimisation is refused.
2. The claimant's claim is struck out pursuant to rule 38(1)(a) of the Employment Tribunal Rules 2024 because the claimant does not have the requisite service required to bring a claim of unfair dismissal (as required by section 108 Employment Rights Act 1996).

Approved by:

Employment Judge Gordon Walker

Date: 10 February 2026

JUDGMENT SENT TO THE PARTIES ON

16 April 2026

FOR THE TRIBUNAL OFFICE

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.