



EMPLOYMENT TRIBUNALS

Claimant: B Delaney

Respondent: Bucks fire & Rescue

JUDGMENT

The complaint that the claimant was unfairly dismissed 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 was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring such a complaint.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out. His response to the tribunal's strike out warning relates entirely to a claim of disability discrimination and does not provide any valid basis on which the tribunal would have jurisdiction to consider an unfair dismissal claim.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Approved by

Employment Judge Anstis

Date: 16 March 2026

JUDGMENT SENT TO THE PARTIES ON

15 May 2026

FOR THE TRIBUNAL OFFICE