



EMPLOYMENT TRIBUNALS

Claimant: Mr M Simmons

Respondent: London Fire Commissioner

Heard at: Watford

On: 15 April 2026

Before: Employment Judge Dick

Representation

Claimant: In person

Respondent: Ms C Scarborough (counsel)

JUDGMENT

The complaint of constructive unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of constructive unfair dismissal is therefore dismissed.

Approved by:

Employment Judge Dick

16 June 2026

JUDGMENT SENT TO THE PARTIES
ON

25 June 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 written request is presented by either party within 14 days of the sending of this written record of the decision.

Since the reasons given orally were summary reasons:

- If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.
- If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

All judgments (apart from judgments under Rule 51) are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents. If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/