Case Number: 6040757/2025

EMPLOYMENT TRIBUNALS

Claimant: **Mr R. Bidgood**

Respondent: **Ben Cahill Consultants Limited**

Heard at: **East London Hearing Centre (by CVP, in public)**
On: **3 September 2026**

Before: **Employment Judge Massarella**

Representation
Claimant: Did not attend and was not represented
Respondent: Did not attend and was not represented

JUDGMENT

The judgment of the Tribunal is that: -

1. **the case is struck out because the Claimant has failed to comply with Tribunal orders and failed actively to pursue his case;**

2. **further, the Claimant lacked the qualifying period of two years' service to bring a claim of unfair dismissal.**

REASONS

1. The Claimant did not attend the hearing. The Tribunal was satisfied that notice of the hearing had been sent to him.

2. By a warning letter dated 26 August 2026, EJ Palmer informed the Claimant that the Tribunal was considering striking out the claim because it appeared that he had failed to comply with Tribunal orders and was no longer actively pursuing the proceedings. The Claimant was given until 2 September 2026 to respond; he did not do so.

3. Taking into account the Claimant's failure to comply with orders, failure to respond to the strike-out warning and failure to attend the hearing, the Tribunal is satisfied that he has failed actively to pursue his claim. The claim is therefore struck out pursuant to Rule 37.

4. In any event, the Tribunal is satisfied that the Claimant was employed from 29 July 2025 until 3 September 2025 and therefore lacked the two years' continuous service required to bring a complaint of ordinary unfair dismissal. The Tribunal accordingly had no jurisdiction to determine that claim. Had the claim not been struck out, it would have been dismissed on that basis.

Approved by:
Employment Judge Massarella
Date: 3 September 2026