



EMPLOYMENT TRIBUNALS

Claimant: Mr K Martin-Batowski

Respondent: Swan Mill Paper Company Limited

Heard at: Cardiff (via Cloud Video Platform)

On: 8 August 2025

Before: Employment Judge R Evans

Representation

Claimant: ...

Respondent: ...

JUDGMENT

1. The Claimant's Form ET1 submitted on 29 March 2025 pursued a complaint of unfair dismissal.
2. The Claimant lacks the statutory qualifying period of two years' employment as prescribed by *section 108 Employment Rights Act 1996*.
3. 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.
4. Accordingly, the complaint of unfair dismissal is struck out.
5. The claimant's other complaints are not affected by this judgment.

.....

Signed by Employment Judge R Evans

8 August 2025

JUDGMENT SENT TO THE PARTIES ON

12 August 2025

Kacey O'Brien
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.