



# EMPLOYMENT TRIBUNALS

**Claimant:** Munashe Chako

**Respondent:** Emmaculate Care Services Ltd

**Heard:** in Leeds **On:** 16, 17 and 18 February 2026

**Before:** Employment Judge Ayre, sitting alone

## Representation

**Claimant:** In person

**Respondent:** Roy Magara, solicitor

# JUDGMENT

1. The claimant was employed by the respondent for less than two years. The claim for ordinary unfair dismissal therefore fails and is dismissed.
2. The claim for unfair dismissal under section 103A of the Employment Rights Act 1996 is not well founded. It fails and is dismissed.
3. The claim for unfair dismissal under section 100 of the Employment Rights Act 1996 is not well founded. It fails and is dismissed.
4. The claim for unfair dismissal under section 104 of the Employment Rights Act 1996 is not well founded. It fails and is dismissed.
5. The claim for detriment under section 48 of the Employment Rights Act 1996 is not well founded. It fails and is dismissed.
6. The wrongful dismissal claim fails and is dismissed.
7. The respondent has not failed to comply with its obligations to provide a written statement of employment particulars and of any statement of changes.

Approved by:

18 February

2026

JUDGMENT SENT TO THE PARTIES ON

5 March 2026

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FOR THE TRIBUNAL OFFICE

### **Notes**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>