



EMPLOYMENT TRIBUNALS

Claimant: Richard Cousins

Respondent: Michael McGirr

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on **26th February 2026 and 3rd March 2026** warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that
 - the claimant had not complied with the Order of the Tribunal dated **17th September 2025 to provide a Schedule of Loss by no later than 15th October 2025**;
 - the claim had not been actively pursued
2. The letter gave the claimant an opportunity to explain why the claim should not be struck out. The claimant has not replied.
3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim. This is because the claimant has not replied to the strike out warning dated **26th February 2026 and 3rd March 2026**.
4. The claim is therefore struck out.

Approved by:
Employment Judge Flood
23rd March 2026