



EMPLOYMENT TRIBUNALS

Claimant: Mark Ritchie

Respondent: IMS Euro Ltd

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on **22nd December 2025** 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 claim was an abuse of process.
2. The Tribunal's letter explained that that was because the claim appeared to be the same complaint as the claimant had previously presented under claim numbers 6006649/2024 and 6017206/2025, both of which have been struck out.
3. The resubmission of a claim that had been struck out would be an abuse of process.
4. The letter gave the claimant an opportunity to explain why the claim should not be struck out, or to request a hearing at which to do so. The claimant has not replied.
5. In those circumstances 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.
6. The claim is therefore struck out.

Approved by:

Employment Judge McDonald

24 April 2026

JUDGMENT SENT TO THE PARTIES ON

29 May 2026

FOR THE TRIBUNAL OFFICE