



EMPLOYMENT TRIBUNALS

Claimant: Zbigniew Jaroslaw Maka

Respondent: Know How Resourcing Ltd

JUDGMENT

The complaint of **unfair dismissal** is struck out.

REASONS

1. The Tribunal wrote to the claimant on **28 October 2025** warning him that the Tribunal was considering striking out part of the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that, in relation to that part, the claimant does not have the required length of service to claim unfair dismissal.
2. The letter gave the claimant an opportunity to explain why that part of the claim should not be struck out, or to request a hearing at which to do so.
3. I am satisfied that the grounds for striking out that part of the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out that part of the claim. This is because the claim for unfair dismissal has no prospect of success as the claimant has less than two years' service with the respondent and has not asserted a reason for dismissal which does not require two years' service.
4. The unfair dismissal claim is therefore struck out. The rest of the claim is not affected by this judgment.

Approved by:
Employment Judge Ayre
25 March 2026