



EMPLOYMENT TRIBUNALS

Claimant: Mr P Russell

Respondent: Orridge & Co Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Midlands West Employment Tribunal (by telephone)

On: 27 July 2023

Before: Employment Judge Kelly (sitting alone)

Appearances

For the claimant: No attendance

For the respondent: Ms Waplinton, HR Manager

JUDGMENT

The judgment of the Tribunal is that:

The claimant's claim is dismissed on his non-attendance.

REASONS

1. The claimant has not attended this hearing.
2. Mindful of rule 47 of the Employment Tribunal Rules of Procedure 2013, we have considered whether we should dismiss the claim or proceed in the absence of the claimant. We have also considered if we should adjourn the Hearing.
3. The hearing was listed to start at 10.00am. It did not start until 10.15am to give time for the claimant to attend and to make enquiries of him.
4. The Tribunal had emailed the claimant with hearing details this morning prior to the start of the hearing. The Tribunal emailed the claimant again at 10.05am. The claimant had not provided any contact telephone number and so the Tribunal could not call him.

5. The respondent said that it had had no contact with the claimant. It said it emailed the claimant with the hearing agenda two weeks ago. When it got no response, it reminded the claimant of the matter on 17 July, but received no response.
6. We consider that the claimant has acted unreasonably in failing to attend the hearing. We consider it to be in line with the overriding objective, in terms of dealing with issues in ways which are proportionate, avoiding delay and saving expense, to dismiss the claim.

27 July 2023

Employment Judge Kelly