



# EMPLOYMENT TRIBUNALS

**Claimants:** Ms Melissa Donovan  
Mr Darren Evans

**Respondent:** Innovative Thermo Analytic Instruments Ltd.

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 9 January 2023

**Before:** Employment Judge B Elgot

## Representation

**Claimant:** No attendance, no representation  
**Respondent:** No attendance, no representation

# JUDGMENT

1. Each of the claims by both Claimants for unpaid wages and unfair constructive dismissal are DISMISSED.
2. In accordance with Rule 47 Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 and having considered all the information available to me I hereby dismiss all the claims.
3. Enquiries were made about the reasons for the parties' absence. The Respondent's representative has returned to Germany and cannot be contacted. The Second Claimant could not be contacted. The First Claimant said that she was at work and could not attend. None of the parties said that they were unaware of the hearing or had not received the Notice of Hearing. None of the parties have requested a postponement. I am satisfied that they chose not to attend and pursue the claims/response.
4. It is not possible to make a decision on the available information in the absence of the parties particularly the Claimants.

**Employment Judge B Elgot**  
**Dated: 9 January 2023**