



EMPLOYMENT TRIBUNALS

Claimant

Miss M. Kaur

Respondent

v (1) Elenoz Ltd (trading as Supersave
Food and Wine)
(2) Mihai Nimitan

PRELIMINARY HEARING

Heard at: Watford

On: 12 March 2019

Before: Employment Judge Heal

Appearances

For the Claimant: not present or represented.

For the First Respondent: Mrs O. Kuskaya, owner.

For the Second Respondent: in person.

Preamble:

1. Notice of this hearing was sent to the parties in writing on 9 October 2018. Notice was sent to the claimant via her solicitors.
2. By email dated 19 February 2019 the claimant's solicitors wrote to the tribunal to say that they no longer represented the claimant in this matter. They asked the tribunal to correspond with the claimant directly and copied her into the email so that this may be done.
3. By email dated 11 March 2019 the tribunal told the claimant that the case was listed for a preliminary hearing starting at 2 pm on Tuesday 12 March 2019 at Watford Employment Tribunal, 51 Clarendon Road, Watford, Hertfordshire. The tribunal asked the claimant to confirm attendance by replying to the email. No reply was received.
4. At 2.00pm today, both respondents were present at the tribunal but the claimant was not present. The tribunal has no telephone number for the claimant and so was unable to telephone her. The tribunal clerk telephoned the claimant's previous solicitors but neither of the solicitors who had conduct of the case was available to speak.

5. No message had been received from the claimant. The tribunal clerk double-checked the waiting room and reception area between 2.20 and 2.25pm but the claimant had still not arrived.

6. Accordingly, the hearing started at 2.27pm. The first respondent drew the tribunal's attention to a copy of the claimant's visa which expired on 30 November 2018. The respondent suggested that the claimant was probably no longer in the country.

7. Having considered the information available to me after making such enquiries as were practicable about the reason for the claimant's absence, I made the following judgment.

JUDGMENT

Rule 47 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013.

The claim of sex discrimination is dismissed on the non-attendance of the claimant at the preliminary hearing.

Employment Judge Heal

12/3/19

Sent to the parties on:

20/3/19

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For the Tribunal:

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