



## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr G Deans

and

**Respondent**  
UMC (UK) Limited

**Full Merits Hearing  
held at Reading on** 30 September 2019

**Representation**                      **Claimant:** Did not attend and not represented  
**Respondent:** Mr S Roe, Managing Director

**Employment Judge**      Vowles                      (sitting alone)

## JUDGMENT

### Evidence

1. The Tribunal was satisfied that the notice of hearing dated 28 December 2018 was properly served on the Claimant by being sent to the address stated on the ET1 claim form, and decided to proceed with the hearing in his absence.
2. The Tribunal heard evidence on oath on behalf of the Respondent and read documents provided by the parties, including the Claimant's ET1 claim form presented on 30 November 2018 and the Respondent's response form presented on 2 January 2019.

### **Notice Pay - article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994**

3. The Claimant resigned with immediate effect on 29 October 2018. He did not give notice and that was the effective date of termination of employment. He was not entitled to notice pay. The claim for notice pay is dismissed.

**Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013**

4. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

**Public access to employment tribunal decisions**

5. All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant and Respondent.

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Employment Judge Vowles

30/09/2019

Sent to the parties on:

...04/11/2019.....

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For the Tribunals Office