



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Tew  
**Respondent:** Paul Davis  
**Heard at:** East London Hearing Centre  
**On:** Friday 15 November 2019  
**Before:** Employment Judge Burgher

## Representation

**Claimant:** Neither present nor represented  
**Respondent:** In person

# JUDGMENT

**The Claimant was not employed by the Respondent. His claims against the Respondent are therefore dismissed.**

## REASONS

1. The Claimant did not attend the hearing. However, he was contacted by the Tribunal clerk and informed the clerk that he had not received notice of the hearing. The Claimant confirmed his address as being the one on the Tribunal file.
2. The Respondent, Mr Paul Davis, attended the hearing. It was apparent that Mr Davis, as an individual, was not the Claimant's employer. Indeed, the Claimant's ET1 stated that he had worked at Metro Rod trading as Clear Pipe Limited.
3. The claim against Mr Davis is therefore dismissed.

4. As far as Clear Pipe Limited is concerned, the Claimant was informed by letter from the Tribunal dated 19 June 2019 that there was no EC certificate against Metro Rod trading as Clear Pipe Limited and he was invited by Employment Judge Gilbert to get an urgent one-day turnaround early conciliation certificate to join them as a Respondent to the proceedings. This was not done. There is therefore no claim against Clear Pipe Limited that satisfies the requirements of 12(f) of the Employment Tribunal Rules 2013.

Employment Judge Burgher

18 November 2019