



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4104698/2018**

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**Held in Glasgow on 22 October 2018**

**Employment Judge: David Hoey**

10 **Mr D Gasanov**

**Claimant**  
**Not present and**  
**Not represented**

15 **Cross Healthcare Ltd**

**Respondent**  
**Not present and**  
**Not represented**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

20 The Judgment of the Employment Tribunal is the claims are dismissed.

**REASONS**

1. This case called for a Preliminary Hearing to determine continuous service, employment status and further case management.
- 25 2. The Claimant asked (in advance) to attend the Hearing remotely as he was not resident in the United Kingdom. The Respondent objected but the Claimant's application was granted. Steps had been taken to arrange for this to take place. The Claimant was given sign-in details. The case called at 10am and despite attempts to contact the Claimant there was no response. The  
30 Respondent had not attended the Hearing either.
3. Further steps were taken to contact the Claimant but by 1030am there was still no communication with the Claimant. Having considered all the information available I concluded that it was in the interests of justice for the

**E.T. Z4 (WR)**

claims to be dismissed in terms of Rule 47 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013. Time had been spent seeking to accommodate the Claimant to allow the matter to proceed but this had been to no avail.

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4. If the Claimant believes there was a good reason for his non-attendance and can explain why he had failed to contact the Tribunal to explain his position, or if he believes there are good reasons why his claim should still proceed, it is open to him to seek a reconsideration of this Judgment in terms of Rule 70 of the above rules bearing in mind the applicable time limits and tests set out in those Rules.

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Employment Judge:  
Date of Judgement:

David Hoey  
23 October 2018

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Entered in Register,  
Copied to Parties:

24 October 2018