



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. J. Roberts

**Respondent:** Your Car Parts Ltd

**HELD by:** CVP & telephone **ON:** 28<sup>th</sup> October 2021

**BEFORE:** Employment Judge T. Vincent Ryan

## REPRESENTATION:

**Claimant:** Mr. S. Murphy, lay representative and friend

**Respondent:** Mr. D. Staples, Managing Director

# JUDGMENT

The judgment of the Tribunal, the respondent having not presented a response to the claim, after hearing evidence from the claimant and considering the available material, is that:

1. The claimant was unfairly dismissed by the respondent on 25<sup>th</sup> February 2021; his claim of Unfair Dismissal is well-founded and succeeds.
2. As the Notice of Hearing indicated that any remedy consideration would be at a subsequent hearing, and as the respondent appeared to wish to make representations on remedy, in the interests of justice any award consequent upon the above judgment will be determined at a Remedy Hearing (by way of CVP/video with a time estimate of 1 hour) on a date and at a time to be set and confirmed in a Notice of Hearing.
3. Pursuant to Rule 21 (3) ETs (Constitution & Rules of Procedure) Regs 2013 the respondent may participate in the Remedy Hearing to the extent permitted by the Judge at that hearing. The Tribunal finds that at today's hearing Mr Staples did not assist the Tribunal or co-operate with it or the claimant in ensuring that the claim and hearing were dealt with fairly and justly in accordance with the overriding objective of the Tribunal (Rule 2 ETs (Constitution & Rules of Procedure) Regs 2013). Participation at the Remedy Hearing will be dependent,

at least in part, upon compliance with Case Management Orders and conduct consistent with the said overriding objective.

1 Case Number: 1600448/2021

Case management Orders were made and will be set out in a separate document.

Employment Judge T.V. Ryan

Date: 28.10.21

JUDGMENT SENT TO THE PARTIES ON 2 November 2021

FOR THE TRIBUNAL OFFICE Mr N Roche

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

