



EMPLOYMENT TRIBUNALS

Claimant: Mr N Ringham

Respondent: Alaskan Ice Ltd

Heard at: Nottingham **On:** 3 December 2021

Before: Employment Judge Varnam

Representation

Claimant: No appearance or representation

Respondent: No appearance or representation

JUDGMENT

1. The Claimant's claim is dismissed.

REASONS

1. This matter was listed before me at 2pm today, 3 December 2021, for a final hearing of the Claimant's claim of unlawful deductions from wages.
2. Upon consideration of the Tribunal file I was satisfied that the parties had both been notified of the hearing by a Notice of Hearing dated 17 August 2021.
3. The Notice of Hearing directed that both parties should attend by 30 minutes prior to the hearing (i.e. by 1.30pm). Neither party complied with this direction, nor had either party attended by 2.30pm, the point at which I began writing this judgment.
4. The Tribunal office attempted to telephone both parties shortly after 2pm, but neither responded to telephone calls. Calls to the Claimant's telephone number listed on the ET1 went straight to voicemail.
5. I had no other information to explain the absence of either party.
6. The burden of proof in this matter rests with the Claimant, and, given that consideration of the ET1 and ET3 shows that there is a dispute of fact between the parties, the Claimant cannot discharge that burden if he does not attend to give evidence. I have accordingly decided to dismiss the claim pursuant to rule 47 of the Employment Tribunal Rules of Procedure 2013.

Employment Judge **Varnam**

3 December 2021

JUDGMENT & REASONS SENT TO THE PARTIES ON

10 December 2021

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FOR THE TRIBUNAL OFFICE