



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Justice

**Respondent:** J B Hopkins Limited

**Heard at:** Southampton                      **On:** 12 October 2022

**Before:** Employment Judge Self

## Appearances

For the Claimant: No Attendance

For the Respondent: Mr P Lonergan - Consultant

## JUDGMENT

1. Upon the Tribunal accepting that the incorrect ACAS Early Conciliation number upon the Claim Form was caused by an error and upon it not being in the interests of justice to reject the Claim, the Tribunal has jurisdiction to consider the Claim.
2. Upon the Tribunal considering whether to postpone the hearing of its own motion, it is determined that there should be no postponement and that the hearing should proceed today in the absence of the Claimant.
3. The Respondent's application to strike out all Claims pursuant to Rule 37 (1) (d) of the Employment Tribunal (Constitution and Rules of Procedure) Regulations 2013, Schedule 1 is refused.
4. Upon hearing evidence called by the Respondent and closing submissions, all claims are dismissed. For the avoidance of any doubt the Claims before the Tribunal were:
  - a) Automatic unfair dismissal pursuant to section 100 (1) (a) Employment Rights Act 1996;
  - b) A detriment claim pursuant to section 44 (1) (a) Employment Rights Act 1996;
  - c) Wrongful Dismissal.

**Case Number: 1401497/2022**

Employment Judge Self  
Date: 12 October 2022

Sent to the parties: 19 October 2022

For the Tribunal Office