



# EMPLOYMENT TRIBUNALS

**Claimant:** Sandra Forbes-Cowan

**Respondents:** Copperstone Projects Limited

**Heard at:** Employment Tribunal at Croydon (London South) (listed to take place remotely by Cloud Video Platform)

**On:** 1 February 2023

**Before:** Employment Judge Heather

**Appearances:** None

## JUDGMENT

1. The claims for:
  - a. Unfair dismissal;
  - b. Breach of contract (failure to pay notice pay);
  - c. Unauthorised deduction of wages;
  - d. Non-payment of holiday pay;are dismissed.

## REASONS

2. The reason that the claims are dismissed are that:
  - a. The hearing was scheduled to start at 10:00am and the Tribunal waited until 11:15am before determining the matter.
  - b. The claims are denied by the Respondent although the Respondent has not provided any documents, evidence or file of papers to the Tribunal in accordance with the earlier order of the Tribunal.

- c. No representative of the Respondent attended the hearing. Mr Alex Hennesy, Director, answered a telephone call from the Tribunal Office before 10am and indicated that he would be available to join the hearing by 11am. He had not done so by 11am and did not answer any subsequent telephone calls from the Tribunal Office after 10am.
- d. The Claimant did not attend the hearing today and did not respond to telephone calls or an email from the Tribunal Office requesting that she do so.
- e. Having made those enquiries as to the reason for the Claimant's absence, and after considering that there was no information available to me as to the Claimant's absence, I dismissed the claims in accordance with rule 47 of the Employment Tribunal Rules.

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Employment Judge Heather  
Date: 14 February 2023

Sent to the parties on  
Date: 15 February 2023