



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Holmes  
**Respondent:** Riptide Pools Limited  
**Heard at:** East London Hearing Centre (by CVP)  
**On:** 29 April 2024  
**Before:** Employment Judge S Iman

## Representation

For the Claimant: Neither present nor represented

For the Respondent: Neither present nor represented

# JUDGMENT

1. **The Claim is struck out.**

## REASONS

1. Neither party attended the final hearing. The Tribunal sought to make contact with Mr Holmes by telephone. The call was not answered, and a message was left for him to join the proceedings by video. An e-mail communication was also sent to Mr Holmes notifying him that the hearing had been due to start at 12 noon and requesting that he join the hearing. The Tribunal received no response to any of the communications sent.
2. Ms Liu was also contacted by telephone. She explained that she had attended the East London Hearing Centre as she had understood that the hearing was to be held in person. She was given the joining details and was asked to join the final hearing by video; however, she did not join the hearing.
3. The Tribunal is satisfied that it made reasonable enquiries as to whether the parties were able to attend the final hearing. The Tribunal waited for a reasonable period of time to give the parties an opportunity to join.

4. The Tribunal is satisfied that the Notice of Hearing was served correctly on both the Claimant and the Respondent setting out that the hearing would be held on the Cloud Video Platform.
5. In the absence of any reasonable explanation from the Claimant for the failure to attend the final hearing the Claim in respect of payment of Notice Pay and Statutory Redundancy Pay is dismissed.

**Employment Judge S Iman**  
**Date: 29 April 2024**