



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Bridget Lock

**Respondent:** The Chiltern Brewery Company Limited

**Heard at:** Watford Tribunal by CVP      **On:** 18 February 2025

**Before:** Employment Judge Cowen

## **Representation**

Claimant: Did not Attend

Respondent: Mr Jones (counsel)

# JUDGMENT

The claim is dismissed in its entirety.

# REASONS

1. By an order of the Tribunal dated 3 September 2024, this case was listed for a preliminary hearing on 30 October 2024 by CVP. That hearing was postponed by a letter dated 29 October 2024. A further notice of hearing was sent to the parties on 13 November 2024 indicating that today's hearing would take place by CVP.
2. Having read the file in advance of the hearing, I asked the clerk of the Tribunal to send an email to the Claimant ( the Tribunal has no contact telephone number for the Claimant), indicating a telephone number by which she could join the CVP hearing. This email was sent at 11.05am on 18 February 2025.
3. The hearing was adjourned to 11.30am to allow the Claimant time to receive the email and to join by telephone. She failed to do so and gave no response to the email to indicate any reason why she was unable to attend.

4. The Respondent's counsel submitted that his solicitor had also attempted to contact the Claimant in advance of today's hearing but received no response. He also indicated that the Claimant had failed to engage in the agreement of a list of issues, as ordered on 3 September 2024.
5. The Respondent made an application that the claim be dismissed under rule 47 Employment Tribunal Rules 2024, on the basis that the Claimant had failed to attend.
6. Having considered all the circumstances, including the fact that both the Tribunal and the Respondent's solicitor have attempted to contact the Claimant to ensure that she can participate either online, or via the telephone, the Tribunal has concluded that the Claimant has, for the second time, failed to attend a hearing designed to consider and advance her claim.
7. The Tribunal also noted that the Claimant had had notice of this hearing since November 2024 and had not indicated to either the Tribunal, nor to the Respondent's solicitor at any time prior to today, that she was not available, nor unable to attend the hearing.
8. The Tribunal took into account the overriding objective at rule 3 Employment Tribunal Rules 2024, in particular avoiding delay and saving expense.
9. The Tribunal concluded that this claim should be dismissed under rule 47 on the grounds that the Claimant has failed to attend the hearing, for the second time and is therefore failing to pursue her claim.
10. The Tribunal noted that, if the Claimant has reasons why she could not attend today's hearing it is open to her to apply for reconsideration under rule 69. If she chooses to do so, she is asked to make the application in writing, to include her detailed reasons for her non-attendance today, together with any evidence to support that, including, if appropriate medical evidence.

Approved by:

Employment Judge Cowen  
On 18 February 2025

JUDGMENT SENT TO THE PARTIES ON  
8 March 2025

.....  
.....  
FOR THE TRIBUNAL OFFICE