



EMPLOYMENT TRIBUNALS

Claimant: W

Respondent:

1. Interserve Group Ltd
2. Julia Warrack
3. John Nolan
4. Tilbury Douglas Constructions Ltd
5. Paul MacFarlane
6. Cadman HR Ltd
7. Debra Cadman

Heard at: Midlands West (by CVP) **On:** 10 & 12 December 2025

Before: Employment Judge Akhtar
Mr K Palmer
Mr S Woodall

Appearances

For the claimant: No Attendance
For the respondents 1- 5: Ms G Crew (Counsel)
For the respondents 6 & 7: Mr J Anderson (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. Having decided to proceed with the hearing in the claimant's absence under Rule 47, the claim is struck out under Employment Tribunal Rule 38(1)(b) and (e), because the manner in which the proceedings have been conducted has been scandalous, unreasonable or vexatious and because it is no longer possible to have a fair hearing in respect of it.

Approved on: 15 December 2025
Employment Judge **Akhtar**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.