



EMPLOYMENT TRIBUNALS

Claimant: Mr M Mahim
Respondent: HW Healthcare Limited

Heard at: London South (by CVP) **On:** 1 December 2025

Before: Employment Judge Harrington

REPRESENTATION:

Claimant: Not in attendance
Respondent: Not in attendance

JUDGMENT

The Claimant's claims are dismissed pursuant to Rule 47 of The Employment Tribunal Procedure Rules 2024.

REASONS

1. This claim was listed for a hearing at 10am this morning. Notification of this hearing date and time were given to the parties in letters from the Tribunal dated 29 November 2024 and 7 February 2025.
2. Neither party attended at 10am. The Clerk to the Tribunal made repeated attempts to telephone the Claimant but was unsuccessful in contacting him. The Tribunal waited until 10.20am. As neither party had attended within that time and no communication had been received to explain any non-attendance, this Judgment was drafted dismissing the claims.
3. At 10.40am, the Claimant joined the video hearing link. The Claimant told the Clerk that he was at work and was joining during a break. Before I was able to join the link, the Claimant had left.

4. In the circumstances, I did reconsider this decision to dismiss the Claimant's claims. However I was satisfied in the circumstances, and also applying the overriding objective set out in Rule 3 of The Employment Tribunal Procedure Rules 2024, that the claims should be dismissed. Parties are expected to attend a listed hearing promptly and to notify the Tribunal of any difficulties with attending a listed hearing. The Claimant did not do either.

Employment Judge Harrington
1 December 2025

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