



EMPLOYMENT TRIBUNALS

Claimant: Mr Ahmod Ali
Respondent: Bristol Laboratories Limited

RECORD OF A PUBLIC PRELIMINARY HEARING

Heard at: Watford Employment Tribunal
On: 24 August 2026
Before: Employment Judge Alliott

Representation

Claimant: Did not attend
Respondent: Ms Zohalle Ahmad

JUDGMENT

1. The claimant's claim is struck out on the following grounds:-
 - 1.1 It has no reasonable prospect of success: Rule 38(1)(a).
 - 1.2 For non-compliance with orders of the tribunal: Rule 38(1)(c).
 - 1.3 It is not actively pursued: Rule 38(1)(d).
 - 1.4 The claimant has failed to attend or be represented at this hearing: Rule 47.

FULL REASONS

JUDGMENT with summary reasons was given at the hearing on **24 August 2026**. The Tribunal considers that it is appropriate to provide written full reasons, and the following written full reasons are therefore provided:

The claimant's absence

1. This hearing was listed as a full merits hearing and the parties were notified on 21 March 2026.
2. On 17 August 2026 the full merits hearing was vacated and converted to a public preliminary hearing to determine the respondent's strike out application.
3. On 21 August 2026 the respondent's representative telephoned the claimant to ask him if he wished to pursue his claim and whether he intended to attend today. The claimant said that he was not sure if he intended to attend the hearing.
4. The claimant was not in attendance at 10 am today.
5. I adjourned and asked the clerk to make enquiries. The claimant was called at 10.15 and the call went to voicemail. The clerk left a message that the claimant's attendance was required and for him to call back.
6. At 10.17 the clerk emailed the claimant asking him his whereabouts and indicating that his attendance was required.
7. No response was received from the claimant by 10.30.
8. I decided to proceed in the claimant's absence.

The strike out application

9. The claimant's claim is for unfair dismissal and a redundancy payment.
10. The claimant was employed by the respondent from 28 February 2020 until 13 October 2023 when his right to work expired.
11. The claimant was re-employed by the respondent on 1 November 2023.
12. The claimant resigned his employment on 10 April 2025 with the effective date of termination being 30 April 2025. The claimant signed the resignation acceptance form on 15 April 2025.
13. Accordingly, the claimant does not have the two years' qualifying service to entitle him to bring a claim of unfair dismissal and for a redundancy payment. In any event, the claimant resigned and this is not a claim of constructive unfair dismissal.
14. Accordingly, the claimant's claim has no reasonable prospect of success.
15. Case management orders were made for the claimant to serve a schedule of loss, provide disclosure, agree a bundle and exchange witness statements. The claimant has failed to comply with any of those case management orders.
16. I have concluded that the claimant is not actively pursuing this claim.
17. The claimant has not attended today.

Approved by:

Employment Judge Allott

Date: 26 August 2026

JUDGMENT SENT TO THE PARTIES ON

23 September 2026

FOR THE TRIBUNAL OFFICE

Notes

All judgments (apart from judgments under Rule 51) and any written full reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/