Case No: 3311815/2024

EMPLOYMENT TRIBUNALS

Claimant: **Mr M Hanlon**

Respondent: **Total Home Delivery Limited**

Heard at: Norwich Employment Tribunal (in public)

On: 15 October 2026

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: did not attend

For the respondent: did not attend

JUDGMENT

1. Any further claim for unauthorised deductions from wages (Employment Rights Act 1996 section 13) as referred to at paragraphs 4, 5 and 6 of the case management order of 17 April 2026 is struck out pursuant to rule 38(1)(c)-(d) Employment Tribunal Rules of Procedure 2024 because the claimant did not comply with paragraphs 5 and 6 of the case management order of 17 April 2026, respond to the strike out warning sent on 20 July 2026 or attend today's hearing.

2. Insofar as the claim form contains a claim for a protective award: section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULR(C)A") (the claim form does not explicitly include this claim, but it provides some relevant facts about such a claim):

    a. That claim is struck out pursuant to rule 38(1)(c)-(d) Employment Tribunal Rules of Procedure 2024 because the claimant did not comply with paragraphs 5 and 6 of the case management order of 20 July 2026 or attend today's hearing.

b. Alternatively, the claim is dismissed pursuant to rule 47 Employment Tribunal Rules of Procedure 2024 because the claimant did not attend the hearing and, not having been assigned to the establishment at Star House, section 188 TULR(C)A does not appear to apply to his situation.

Approved by:

Employment Judge Gordon Walker

Date 15 October 2026

JUDGMENT SENT TO THE PARTIES ON

.....29 October 2026.....

.....
FOR THE TRIBUNAL OFFICE

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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.

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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