



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Harland

**Respondent:** Intelligent Steel

**Heard at:** Newcastle CFCTC by CVP      **On:** 13 March 2024

**Before:** Employment Judge Arullendran

***Representation:***

**Claimant:** No attendance

**Respondent:** Mr Kashif Usmani (managing director)

## JUDGMENT

The Judgment of the Employment Tribunal is that all the claimant's claims are dismissed in accordance with Rule 47 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 for failing to attend today's hearing.

**Employment Judge Arullendran**

Date: 13 March 2024

Note: This has been a remote hearing which has not objected to by the parties. The form of remote hearing was video. A face to face hearing was not held because it was not practicable, no-one requested the same and all the issues could be determined in a remote hearing.

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, 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.

**Public access to employment tribunal decisions**

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

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>