



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Cody

**Respondent:** S J Marlow Pipework Services Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

The claim was issued in the Leeds Employment Tribunals on 12 April 2022. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 21 of the Rules of Procedure.

1. The Tribunal declares that the respondent has made an unauthorised deduction from the claimant's wages in relation to:
  - a. 3 weeks' wages for January 2022, bank holiday pay and overtime pay, and is ordered to pay the claimant the gross sum of £747.25; and
  - b. 7.8 days' accrued holiday and is ordered to pay the claimant the gross sum of £573.30.
2. The claimant was dismissed in breach of contract (notice pay) and the respondent is ordered to pay damages to the claimant in the sum of £2425.50.
3. The claimant's claim of unfair dismissal succeeds and is upheld. The Tribunal awards the claimant the gross sum of £3638.00 as a basic award. For the avoidance of doubt, the Tribunal has not made a compensatory award as part of this Rule 21 Judgment.
4. The hearing remains listed for the 9<sup>th</sup> August 2022 with a reduced time estimate of 3 hours.

## NOTES

1. The respondent did not enter a response to this claim.
2. If the claimant wishes to seek a compensatory award in respect of her unfair dismissal claim, any such compensation will need to be determined at a hearing of this claim.

3. Public access to Employment Tribunal judgments: Judgments and written reasons for judgments, where they are provided, 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 parties in the case.

Employment Judge Deeley

Date: 24 May 2022