



EMPLOYMENT TRIBUNALS

Claimant: Ms A Iley

Respondent: JT Lewis Limited

JUDGMENT ON MERITS

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Claimant's claim for unfair dismissal, pursuant to section 98 of the Employment Rights Act 1996, is well-founded.
2. The compensation for the above claim will be decided at a remedy hearing on 10 May 2022.

REASONS

1. The Claimant submitted her ET1 form to the Employment Tribunal on 9 January 2022. The Tribunal sent a copy of the ET1 form and accompanying documents to the Respondent on 14 January 2022. The Respondent was notified, in the documents accompanying the ET1, that the response form (ET3) must be received by the Tribunal by 11 February 2022.
2. The Respondent failed to send the ET3 to the Employment Tribunal by 11 February 2022. It is apparent from the Tribunal file that the correspondence from the Tribunal was sent to an address from which the Respondent operates and the correspondence was not returned to the Tribunal by Royal Mail as undelivered. In the circumstances, I am satisfied that the ET1 and ET3 forms were served upon the Respondent at an address from which it operates and that the Respondent has failed to reply.

Employment Judge Arullendran

Date: 15 February 2022