



EMPLOYMENT TRIBUNALS

Claimant: Ms Stella Heng

Respondent: Jublee Number 7 Limited formerly Clarity Products Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the East London Employment Tribunal on 4 July 2021. 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.
2. The Respondent has made unauthorised deductions from the Claimant's wages.
3. The Respondent has failed to pay the Claimant holiday pay.
4. The Respondent subjected the Claimant to direct sex and race discrimination by her inclusion in the selection pool for redundancy and by her selection for redundancy.
5. The Claimant was automatically unfairly dismissed for the purposes of section 99 Employment Rights Act 1996 and regulation 20 of the Maternity and Parental Leave Regulations 1999, the Respondent having failed to comply with regulation 10 of the Maternity and Parental Leave Regulations 1999.
6. The Respondent subjected the Claimant to a detriment contrary to section 47C of the Employment Rights Act 1996 and regulation 19 of the Maternity and Parental Leave Regulations 1999, by failing to offer her an alternative role.
7. The claim succeeds and the remedy to which the Claimant is entitled will be determined at a Remedy Hearing.

Employment Judge Barrett
Dated: 24 January 2022