



## THE EMPLOYMENT TRIBUNALS

Claimant  
**Ms A Scott**  
**EMPLOYMENT JUDGE GARNON**  
**AT NORTH SHIELDS**

Respondent  
**KNS Automotive Ltd**

**ON 24<sup>th</sup> July 2018**

### JUDGMENT (Liability Only)

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

- 1 The claims of sex discrimination, unfair dismissal, unlawful deduction of wages and failure to pay compensation for untaken annual leave are well founded
- 2 The Preliminary Hearing listed for 20<sup>th</sup> August 2018 is converted to a remedy hearing

#### REASONS

1. The claim was served on 25<sup>th</sup> June 2018 on the registered office of the respondent. A response was due by 23<sup>rd</sup> July 2017 but none was received. I am required by rule 21 to decide on the available material whether a determination can be made and, if so, obliged to issue a judgment which may determine liability only or liability and remedy. I have in the claim form sufficient information to enable me to find the claims proved on a balance of probability but not to determine the sums to be awarded.
2. The law of sex discrimination is in the Equality Act 2010. The law of unfair dismissal is in Part X of the Employment Rights Act 1996 (the Act) and that of unlawful deduction of wages is in Part 2. The Working Time Regulations 1998 say where a worker's employment is terminated during the course of his leave year, and on the date on which the termination takes effect the proportion he has taken of the leave to which he is entitled in the leave year differs from the proportion of the leave year which has expired. his employer shall make him a payment in lieu of untaken leave.
3. At the remedy hearing, the respondent may be heard on remedy only

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**TM Garnon Employment Judge**  
**Date signed 24<sup>th</sup> July 2018**