



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Ms L Irvine

and

**Respondent**  
VRP and Sons Limited  
(No response entered)

## JUDGMENT

### Rule 21 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

#### Response

1. The Respondent failed to present a response to the claim and judgment is entered in favour of the Claimant as follows.

#### Unauthorised Deduction from Wages

2. The Claimant is owed unpaid holiday pay and is awarded **£3,288.60** in compensation. The Respondent is ordered to pay this sum to the Claimant.

#### Notice pay

3. The Claimant is owed pay in respect of her notice period and is awarded **£587.25** in compensation. The Respondent is ordered to pay this sum to the Claimant.

#### Unfair dismissal, pregnancy or maternity discrimination

4. The Claimant was unfairly dismissed and subject to pregnancy or maternity discrimination by the Respondent.
5. The hearing listed for 14:00 on **4 November 2019** is converted to a hearing to decide on any remedy for unfair dismissal and pregnancy or maternity discrimination, and to decide whether the claimant is entitled to a redundancy payment (and if so, how much).

#### Public Access to Employment Tribunal Judgments

6. The parties are informed that all judgments and reasons for 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 and Respondent.

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Employment Judge Anstis  
21 August 2019

**Case Number: 3318823/2019**

Sent to the parties on

.....04.09.19.....

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for the Tribunal Office