



EMPLOYMENT TRIBUNALS

Claimant: Miss S Andrej

Respondent: Inville Management Ltd

JUDGMENT ON LIABILITY

Employment Tribunals Rules of Procedure 2013 – Rule 21

The judgment of the Tribunal is that:

1. The complaint in respect of unfair dismissal is well founded and succeeds.
2. The Complaint in respect of wrongful dismissal (notice pay) is well founded and succeeds.
3. The complaint of unlawful deduction of wages is well founded and succeeds.
4. A remedies hearing will be listed in due course.

REASONS

5. The Claimant was employed by the Respondent from 03 March 2016 to 25 January 2020 when she was dismissed without notice.
6. Proceedings were initially presented against Mr Paul Chowdhury. However, they were amended and subsequently served on the Respondent at its Registered Office with a response date of 04 August 2020. However, no response was returned. Therefore, in accordance with rule 21 of the Tribunal Rules of Procedure an Employment Judge must decide whether on the available material a determination can properly be made of the claim or part of it, and to the extent that a determination can be made, the Employment Judge must issue a judgment.
7. I am entirely satisfied that there is sufficient information contained within the Claim Form to issue judgment against the Respondent. However, I was not in a position to deal with remedy and made appropriate directions for further information to be provided by the Claimant. Therefore, it was appropriate for a judgment to be issued in respect of liability only.

Employment Judge Sweeney

05 August 2020