



EMPLOYMENT TRIBUNALS

Claimant: Miss C Jeffries

Respondent: Hamiltons Oxford Limited

RULE 21 JUDGMENT

MADE PURSUANT TO RULE 21 OF THE EMPLOYMENT TRIBUNALS RULES OF PROCEDURE 2013

The time limit for presenting a response having expired on **23 December 2019** and no response having been presented.

Employment Judge Gumbiti-Zimuto has decided on the available material that a determination can properly be made, and judgment given as follows:

1. The claimant was unfairly dismissed.
2. The claimant is entitled to a basic award for unfair dismissal, the respondent is ordered to pay to the claimant the sum of £2635.88.
3. The claimant is entitled to a compensatory award for unfair dismissal, the respondent is ordered to pay to the claimant the sum of £18,206.82. This includes notice pay, unpaid wages and holiday pay.
4. The claimant was not provided with a written statement of terms and conditions as required by section 1 of the Employment Rights Act 1996. The respondent is ordered to pay to the claimant the sum of £781.00 pursuant to section 38 of the Employment Act 2002.
5. The uplift provisions in section 207A Trade Union and Labour Relations (Consolidation) Act 1992 do not apply to a redundancy dismissal.

Employment Judge Gumbiti-Zimuto

Date: 20 May 2021

Sent to the parties on: ..15 June 2021.
THY

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For the Tribunals Office