



5

## **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4102586/2022**

10

**Held in chambers in Glasgow on 15 June 2022**

**Employment Judge Ian McPherson**

15

**Ms Susan Dimmock**

**Claimant  
Represented by:  
Mr P Deans  
Solicitor**

20

**Newsquest Media Group Limited**

**Respondents  
No ET3 response**

# **JUDGMENT**

### **Rule 21 of the Employment Tribunal Rules of Procedure 2013**

25

The judgment of the Employment Tribunal is that the claimant's complaint of equal pay, pursuant to **Sections 65, 66 and 69 of the Equality Act 2010**, succeeds, and the remedy to which the claimant is entitled will be determined at a hearing.

### **REASONS**

30

1. By ET1 claim form presented on 5 May 2022, following ACAS early conciliation between 14 and 25 April 2022, the claimant brings an equal pay complaint against the respondents, and she claims equality of terms with her comparator, a male senior features writer.

35

2. In the event of success with her claim, the claimant seeks an award of compensation to be made by the Tribunal against the respondents, and she claims the benefit of amended and / or modified terms of employment as to pay / benefits for the 5-year period prior to the presentation of the claim.
3. A copy of the claim form setting out the claimant`s complaint was sent to the respondents by the Tribunal on 17 May 2022. Parties were advised that the case was listed for a one-hour telephone conference call Case Management Preliminary Hearing to be held on 12 July 2022 at 14:00.
4. In accordance with the terms of **Rule 16 of the Rules to be found in Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013** the respondents were required to enter a response within twenty eight days of the date on which a copy of the claim was sent to them by post, but they failed to do so, by the due date of 14 June 2022, or at all.
5. The Employment Judge decided that on the available material a determination could properly be made without a hearing as to the liability of the respondents for the complaint of equal pay.
6. The remedy to which the claimant is entitled for that successful complaint of will be determined by an Employment Judge at a hearing.
7. The Judge orders that the telephone conference call Case Management Preliminary Hearing listed to be held on 12 July 2022 is now cancelled.
8. Notice of Remedy Hearing by CVP (time estimate 1 day) will be issued under separate cover. The respondents will be entitled to participate

in that Remedy Hearing only to the extent permitted by an Employment Judge.

5 9. The respondents will be sent a copy of any judgments, orders, or notices of hearing. If they now seek to defend the claim, then they should make application to the Tribunal for an extension of time to do so, as per **Rule 20 of the Employment Tribunal Rules of Procedure 2013.**

10 10. Meantime, within 14 days of issue of this Judgment to both parties, the claimant's solicitor shall submit to the Tribunal, with copy to the respondents, a detailed schedule of loss for the claimant, showing the amount of compensation sought from the respondents, and explaining how that sum has been calculated.

15

Employment Judge: Ian McPherson

Date of Judgment: 15 June 2022

Entered in register: 17 June 2022

20 and copied to parties