



# EMPLOYMENT TRIBUNALS

Claimant: Mrs J Sangster

Respondent: C L Reigate Ltd (in Voluntary Liquidation)

## JUDGMENT

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

1. The claim was issued in the London South Employment Tribunals on 31 July 2020. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages of £2,750.00 for the month of June 2020 and £1,523.08 until 16 July 2020 and must pay the claimant £4,273.08 gross.
3. The claimant was dismissed in breach of contract in respect of 3 months' notice and the respondent must pay damages to the claimant of £8,250.00 gross.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,614.00 gross. This was calculated at the statutory capped rate of £538.00 per week.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,523.08 gross.
6. The respondent has failed to pay the claimant's bonus entitlement for the year 2019 calculated at 1% of personal sales and 1% of showroom sales and must pay the claimant £12,061.72 gross.
7. The respondent has made deductions from the claimant's wages for employee pension contributions, but not paid to NEST since June 2019 and must pay the claimant £1,654.68 gross.
8. The respondent has made deductions from the claimant's wages for employer pension contributions, but not paid to NEST since June 2019 and must pay the claimant £1,034.28 gross.
9. The respondent must pay the claimant **£30,410.84** in total.
10. The claimant is responsible for any figures owed to HMRC in respect of tax or national insurance contributions.
11. The hearing listed for **18 October 2022** is cancelled.

Employment Judge Wright  
Date: 12 September 2022