



# EMPLOYMENT TRIBUNALS

Claimant 1: Ms I Dworak  
Claimant 2: Ms J Nowicka  
Claimant 3: Ms M Lesniewska  
  
Respondent: R&M Wilk Limited

## JUDGMENT

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

1. The claim was issued in the Bristol Employment Tribunals on 13 July 2022. 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.

#### **Claimant 1: Ms Dworak**

2. The Claimant was dismissed in breach of contract in respect of notice and the Respondent must pay damages to the Claimant of **£1,247.40**.
3. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1,247.40**.
4. The Respondent has failed to pay the Claimant's holiday entitlement and must pay the Claimant **£997.92**
5. The Respondent must pay the Claimant **£3,492.72** in total.

#### **Claimant 2: Ms Nowicka**

2. The Claimant was dismissed in breach of contract in respect of notice and the Respondent must pay damages to the Claimant of **£427.68**.
3. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£427.68**.
4. The Respondent has failed to pay the Claimant's holiday entitlement and must pay the Claimant **£798.33**

5. The Respondent must pay the Claimant **£1,653.69** in total.

**Claimant 3: Ms Lesniewska**

2. The Claimant was dismissed in breach of contract in respect of notice and the Respondent must pay damages to the Claimant of **£1,247.40**.

3. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1,247.40**.

4. The Respondent has failed to pay the Claimant's holiday entitlement and must pay the Claimant **£997.92**

5. The Respondent must pay the Claimant **£3,492.72** in total.

Employment Judge Rayner  
Date: 10 January 2023

Judgment sent to the Parties: 18 January 2023

FOR THE TRIBUNAL OFFICE