



# EMPLOYMENT TRIBUNALS

Claimant: Mrs O Bernstein

Respondent: Intense Educational Ltd

## JUDGMENT

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

1. The claim was issued in the Bristol Employment Tribunals on 4 February 2023. 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 claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£5,424.50**. This sum is to be paid gross, and is not subject to further reduction.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£2,646.31**.
4. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£2,646.31**.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1,709.92**.
6. The sums in paragraphs 4 and 5 of this judgment are ordered gross, but may be subject to lawful deductions for tax and national insurance. The damages in paragraph 3 are also ordered gross, because the claimant has not provided a net figure, but may also be reduced by a sum equivalent to the tax and national insurance due on notice pay.
7. The respondent must pay the claimant **£12,427.04** in total, subject to lawful deductions, as above,

Employment Judge Emerton

Date: 3 July 2023

Judgment sent to the Parties: 17 July 2023

FOR THE TRIBUNAL OFFICE