



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Williams

Respondent: Discovery Glass UK Limited

Before: Employment Judge R Brace

Date: 11 August 2025

Representation

Claimant: In person

Respondent: Did not attend

UPON APPLICATION made by letter dated 25 March 2025 to reconsider the judgment dated 3 August 2023 under rule 69 Employment Tribunal Procedure Rules 2024

JUDGMENT

The judgment is varied as follows

1. The claim was issued in the Wales Employment Tribunals on 4 April 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 respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2490.88 (gross).
3. The claimant was dismissed in breach of contract- unpaid notice pay in respect of notice and the respondent must pay damages to the claimant of £1957.65 (net).

4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£2335.20**
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £194.60 (gross)
6. The respondent must pay the claimant **£6978.33** in total.
7. The Claimant is responsible for any income tax or national insurance contributions that may be due on the sums awarded in respect of unpaid wages and unpaid holiday pay.
8. The hearing listed on 10 August 2023 is therefore cancelled.

11 August 2025

Employment Judge R Brace

JUDGMENT SENT TO THE PARTIES
ON

18 August 2025

Kacey O'Brien
FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is

produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/