



EMPLOYMENT TRIBUNALS

Claimant: Talia Cohen

Respondent: ONCOR Ltd

JUDGMENT UNDER RULE 22

1. The Respondent has failed to file an ET3 within the deadline and has not requested an extension of time to file the same.
2. Having considered the ET1 and attachment provided by the Claimant, Employment Judge Keogh has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under rule 22 of the Employment Tribunals Procedure Rules 2024, is as set out below.
3. The Claimant's annual salary was £40,000. Respondent has unlawfully failed to pay wages for October and November 2024, totalling £6,666.67 gross, less two partial net payments totalling £1,225.
4. The Respondent unlawfully failed to pay 13 days of holiday pay (accrued but not taken) totalling £970.83 gross.
5. The Respondent unlawfully failed to pay agreed redundancy pay totalling £1,000.00 gross.
6. Accordingly, the Respondent is ordered to pay the Claimant **£8,637.50** and to account to HMRC for any tax and NI due on this sum. The respondent may deduct from the gross figure the net sum of £1,225.00 together with any tax and NI paid on that sum.

7. Further, the Respondent in breach of contract failed to pay agreed pension contributions totalling £2,160.97. The Respondent is ordered to pay the claimant **£2,160.97** net in compensation for breach of contract.

Employment Judge Keogh

Date: 27 August 2025

Sent to the parties on:

28 August 2025

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For the Tribunal:

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