



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Rana
Respondent: B&M Print and Embroidery Limited

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE
On: 22 September 2025
Before: Employment Judge Adkinson sitting alone

Appearances

For the claimant: In person
For the respondent: **Debarred from taking part**

JUDGMENT

UPON hearing from the claimant in person

AND UPON the respondent's response having been rejected because it was presented late

AND UPON the respondent having not applied for permission to take part or for permission to present a response out of time

AND UPON the respondent therefore being debarred from taking part

AND UPON considering the evidence presented by the claimant

AND UPON the Tribunal being satisfied that the claimant's weekly pay was £1,197.91 per week gross and that the respondent employed them for 6 years immediately before dismissal

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The respondent unfairly dismissed the claimant.
2. The claimant was dismissed because they were redundant and so they are entitled to a redundancy payment. The respondent must therefore pay to the claimant the sum of £4,200 gross.
3. The claimant was entitled to 6 weeks' notice pay. The respondent has failed to pay this. The respondent must also pay to the claimant their notice pay of £7,187.46 gross.
4. The claimant was entitled to 2 days' paid leave at time of dismissal. The respondent has failed to pay to the claimant this holiday pay. The respondent must also pay to the claimant the sum of £479.16 gross.

5. The respondent has made deductions from the claimant's pay averring them to be pension deductions but in fact has not paid them into the claimant's pension. These deductions are therefore unauthorised. The respondent must also pay to the claimant the sum of £3,694.95 gross.

Approved

Employment Judge Adkinson

Dated: 22 September 2025

Sent to the parties on

...29 October 2025.....

For the Employment Tribunal

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Notes

Reasons for the judgment or order 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

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.