



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs. R Dilbar

**Respondent:** Everest Barlow Ltd

## JUDGMENT

### Employment Tribunal Procedure Rules 2024 – Rule 22

1. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made on the claim in accordance with Rule 22 of the Procedure Rules.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of 1 week's pay of **£115**.
3. The claimant's claim for accrued but untaken holiday pay on termination of employment is well founded. The respondent is ordered to pay the claimant **£480** (42 hours.)
4. The claimant's claim for an unlawful deduction from wages for the period 28 June-4 November 2024 is well founded. The respondent is ordered to pay the claimant **£2,185**.
5. The claimant's claims for redundancy pay and unfair dismissal are dismissed because the claimant was not employed for 2 years so the Tribunal does not have jurisdiction to hear those claims.
6. The respondent must pay the claimant a total of **£2,780** within 14 days of the date of this Judgment.
7. The hearing on 20 and 21 January 2026 is cancelled and will not take place.

**Case No:6003533/2025**

Approved by: **Employment Judge KM Ross**

**Date: 25 September 2025**

JUDGMENT SENT TO THE PARTIES ON

29 October 2025

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

#### ARTICLE 12

Case number: **6003533/2025**

Name of case: **Mrs R Dilbar** v **Everest Barlow Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 29 October 2025

**the calculation day** in this case is: 30 October 2025

**the stipulated rate of interest** is: 8% per annum.

For the Employment Tribunal Office