



EMPLOYMENT TRIBUNALS

Claimant: J Routledge

Respondent: Retox Digital Limited

JUDGMENT

1. The claim was presented on 16 April 2025. The respondent has failed to present a valid response on time. I have decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. The remedy will be decided at a remedy hearing.
3. The complaint of breach of contract in relation to notice pay is well-founded. The remedy will be decided at a remedy hearing.
4. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended and to which she was entitled under her contract of employment and/or the Working Time Regulations reg 14. The remedy will be decided at a remedy hearing.
5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment. The amount of the redundancy payment will be determined at a remedy hearing.

Employment Judge Aspden

3 February 2026