



EMPLOYMENT TRIBUNALS

Claimant: Ms Michaela Vickers

Respondent: Teckwood Ltd

Heard at: Ashford (By videolink) **On:** 24 June 2026

Before: Employment Judge R S Drake (of the VR)

Representation

Claimant: In person

Respondent: No ET3 filed and no attendance

JUDGMENT

1. The Claimant's claim of automatic unfair dismissal (by way of dismissal during maternity leave) succeeds and she is awarded compensation as scheduled below in the total sum of **£21,271.31**.
2. The Claimant's claim of breach of contract by way of dismissal without notice also succeeds and she is awarded damages as scheduled below in the total sum of **£1,118.46** calculated net of tax.

REASONS

3. There was no attendance by the Respondents today and no explanation for non-attendance or application for postponement provided by them. Following investigation I ascertained that they had been served with the ET1 both at their trading and their registered office addresses and that thus they had been properly served with this claim.
4. The Respondents have taken no part in these proceedings whatsoever. Therefore I grant this Judgment under Rule 22 of the Employment Tribunal Procedure Rules 2024 ("ET Rules") based a detailed examination of the evidence before me provided by the Claimant in order to calculate the compensation to which she is entitled under both heads of claim.
5. In all respects the Claimant proved that though she was told her

employment was being brought to an end on 4 March 2025 with immediate effect on grounds of alleged redundancy, such termination was effected towards the end of but during her additional maternity leave. Therefore I had sufficient grounds to conclude that her dismissal was automatically unfair under Section 99 of the Employment Rights Act 1996 ("ERA") and Regulation 20 of the Maternity and Parental Leave Regulations 1999 ("MPLR"), and that despite the Respondents apparently ignoring these proceedings, the Claimant is entitled to the compensation and damages as scheduled below

Employment Judge R S Drake
Date: 24 June 2026

Sent to the parties on:
Date: 8 July 2026

Note

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.

SCHEDULE

1. Unfair Dismissal

(a)	Basic Award 3 complete years of employment Therefore 3 weeks gross pay At £461.54 per week – Total	£1,384.61
(b)	<u>Compensatory Award</u>	
(i)	Loss of Statutory Rights	£500.00
(ii)	Loss from effective date of termination To date a statutory maximum of 12 months At £372.82 per week net Therefore total	 £19,386.72
	Total compensatory award	£19,886.72.
2.	<u>Notice/Breach of Contract</u> Statutory minimum of 3 weeks Total:	 £1,118.46
	Grand Total	<u>£22,389.77</u>