



EMPLOYMENT TRIBUNALS

Claimant: Agnieszka Urbaczka

Respondent: TOC Property Servicing Limited

DEFAULT JUDGMENT

1. The claim was presented in the Southampton Employment Tribunal on 16 December 2025. Employment Judge Self has determined that although the claims were lodged outside of the prescribed time limits it was not reasonably practicable for the Claimant to have done so and that the Claimant lodged her Claim within a reasonable time thereafter. Accordingly, time for the Claim is extended.
2. The Respondent has failed to present a valid response on time or at all. The Employment Judge has 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.
3. The Respondent has made unauthorised deductions from the Claimant's wages and must pay the Claimant **£4,333.24 gross**.
4. The Claimant was dismissed in breach of contract in respect of notice, and the respondent must pay damages to the Claimant of **£6,000 gross**.
5. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£6,500**, payable by the Respondent.
6. The respondent must pay the claimant **£16,833.24** in total.

Approved by:
Employment Judge Self
1 August 2026

JUDGMENT SENT TO THE PARTIES ON
4 August 2026