



## EMPLOYMENT TRIBUNALS

**Claimant**  
Miss E Bearne

v

**Respondent**  
SJ Norman & Sons

## JUDGMENT

**Heard at:** Southampton

**On:** 31 January 2020

**Before:** Employment Judge Rayner

### Appearances

**For the Claimant:** No Attendance

**For the Respondent:** No Attendance

**Upon the Claimant applying for the matter to be adjourned due to her illness alternatively determined in her absence and upon the Respondent not attending I make the following Judgment:**

1. The Claimant's application for an adjournment is refused and the matter will be determined in her absence.
2. The Claimant's claim for holiday pay is dismissed on withdrawal by the Claimant.
3. The Respondent wrongfully dismissed the Claimant without notice and the Claimant is entitled to one weeks net pay in lieu of notice of **£276.93**.
4. The Claimant is entitled to 4 weeks net pay of **£1107.72** as compensation under section 38 Employment Act 2002 in respect of the employer's failure to provide her with a written statement of the main terms and conditions of employment .
5. The Respondent will therefore pay to the Claimant forthwith the total sum of **£1384.62** in respect of section 38 EA 2002.

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**Employment Judge Rayner**

Dated: 31 January 2020

Note: online publication of Judgments and reasons

The Employment Tribunal is required to maintain a register of all Judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at: <https://www.gov.uk/employment-tribunal-decisions>.

The Employment Tribunal has no power to refuse to place a Judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a Judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness