



EMPLOYMENT TRIBUNALS

Claimant: Ms N Mugabe

Respondent: JAYJAY SOCIAL CARE LIMITED

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Bristol Employment Tribunals on 12 April 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£4,069.37**.
3. The respondent has failed to provide itemised pay statements and written terms and conditions in accordance with section 1 of the ERA 1996 and must pay the claimant **£1,432**.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£2,227.40**.
5. The respondent must pay the claimant **£7,728.77** in total.
6. The claimant has withdrawn claims for discrimination on the grounds of race in the email dated 30 September 2024. This claim is therefore withdrawn.
7. The hearing listed on **23 January 2025** is cancelled.

Employment Judge Roper
Date: 7 October 2024

JUDGMENT SENT TO THE PARTIES ON
21 October 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE