



THE EMPLOYMENT TRIBUNALS

Claimant
Ms C Wass

Respondent
Finest Care Ltd

EMPLOYMENT JUDGE GARNON

MADE AT NORTH SHIELDS

ON 28th December 2017

JUDGMENT (Liability Only)
Employment Tribunals Rules of Procedure 2013 –Rule 21

- 1 The claims of unfair dismissal, wrongful dismissal (breach of contract), discrimination because of pregnancy/maternity, breach of the right to be accompanied and failure to provide a written statement of terms and conditions of employment are well founded.
2. The Preliminary Hearing listed for 23rd January 2018 is converted to a remedy hearing at which the respondent may attend to be heard on remedy only.

REASONS

1. The claim was served on 27th November 2017. . I am satisfied the address given by the claimant for service was a place of business of the respondent albeit its registered is a different address . **I have directed a copy of this judgment be sent to both addresses.**
2. A response was due by 25th December 2017 but none was received. I am required by rule 21 of the Employment Tribunals Rules of Procedure 2013 to decide on the available material whether a determination can be made and , if so, obliged to issue a judgment which may determine liability only or liability and remedy.
3. I have in the claim form sufficient information to enable me to find the claims proved on a balance of probability but not enough to determine the sums to be awarded.
4. The law of unfair dismissal is in Part X of the Employment Rights Act 1996 (the Act) and that relating to provision of employment particulars is in Part 1 .While normally an

employee requires two years continuous employment to have the right not to be unfairly dismissed , the claim form sets out sufficient to show an exception under s108(3)

5.The common law provides a contract of employment may be brought to an end by reasonable notice. Dismissal without such notice is termed "wrongful",

6. The law relating to pregnancy discrimination is in the Equality Act 2010, in particular s18 in this case.

7. The law relating to the right to be accompanied is in the Employment Relations Act 1999

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TM Garnon Employment Judge

Date signed 28th December 2017 .