



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Yau

**Respondents:** 1. Mr Paul Douglas Thomas  
2. PDT Catering Ltd  
3. De La Rue Catering Ltd

**Heard at:** Manchester **On:** 28 April 2017

**Before:** Employment Judge Slater

## Representation

Claimant: In person

Respondents: Miss Gemma Thomas, daughter of Mr Paul Thomas

# JUDGMENT

1. The claimant was entitled to be paid a statutory redundancy payment by the third respondent in the sum of £3564.
2. The claimant was unfairly dismissed by the third respondent. I make no award of compensation for unfair dismissal since the loss of earnings is compensated for in the damages for breach of contract.
3. The third respondent was in breach of contract by dismissing the claimant without notice. The third respondent is ordered to pay to the claimant damages of £194 for this breach of contract.
4. The third respondent was in breach of contract by not paying the claimant the holiday pay due in November and December 2015. The third respondent is ordered to pay damages to the claimant of £174.60 for this breach of contract.
5. The third respondent made an unlawful deduction from wages by failing to pay the claimant in lieu of holiday accrued but not taken in the period 1-13 September 2016 and is ordered to pay to the claimant the sum of £39.60 being the gross sum unlawfully deducted.
6. The third respondent is ordered to pay to the claimant an additional amount of £396 pursuant to section 38 Employment Act 2002 for failing to provide the claimant with a written statement of employment particulars.

7. The claims against the first and second respondents are dismissed.

Employment Judge Slater

Date: 28 April 2017

JUDGMENT SENT TO THE PARTIES ON  
4 May 2017

FOR THE TRIBUNAL OFFICE

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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2406061/2016

Name of case: Ms J Yau v De La Rue Catering Ltd

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 4 May 2017

"the calculation day" is: 5 May 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL  
For the Employment Tribunal Office