



EMPLOYMENT TRIBUNALS

Claimant

Mr Christopher Humphrey

v

Respondent

Mr Dave Ward

Heard at: Watford
Before: Employment Judge Alliott

On: 9 May 2019

Appearances

For the Claimant: In person
For the Respondent: Did not attend

JUDGMENT

1. The claimant's claim for breach of contract for failure to pay notice pay is well founded and the respondent is ordered to pay him damages of £2,880.
2. The claimant's claim for a statutory redundancy payment is well founded and the respondent is ordered to pay him the sum of £6,120.
3. Holiday Pay:
 - 3.1. The claimant's claim for accrued holiday pay not taken at the date of dismissal is well founded and the respondent is ordered to pay him £816.

REASONS

1. The claimant was employed on 3 January 2000 as a Sales Assistant. He was dismissed on 11 August 2018 by reason of redundancy. He has not been paid his notice pay or a redundancy payment.
2. Notice pay:
 - 2.1 The claimant's gross weekly wage was £240.
 - 2.2 He is entitled to 12 week's statutory notice $12 \times £240 = £2,880$.

3. Redundancy payment:
 - 3.1 The claimant has 18 years continuous employment.
 - 3.2 At the relevant date he was 64 years old.
 - 3.3 He is entitled to a multiplier of $25 \frac{1}{2} \times £240 = £6,120$.
4. Holiday pay:
 - 4.1 The holiday year has been taken as from 1 January. The claimant had taken no holiday by 11 August 2018. His holiday entitlement was 20 days + 8 days bank holidays. $28 \times 223 \div 365 = 17$ days due @ £48 per day = £816.

Employment Judge Alliot

Date:21st May 2019

Sent to the parties on: 23rd May 2019

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For the Tribunal Office