



EMPLOYMENT TRIBUNALS

Claimant: Miss L Toghill

Respondent: Gaynor Jones

Heard at: Cardiff Crown Court **On:** Friday 31 May 2019

Before: Employment Judge R L Brace

Representation:

Claimant: In person

Respondent: In person

JUDGMENT

1. The claimant was dismissed by reason of redundancy on 12 October 2018. She is therefore entitled to a statutory redundancy payment, calculated at 16.5 years x £180 i.e.£2,970;
2. In breach of contract, the respondent failed to give the claimant full notice of the termination of his employment or make a payment in lieu thereof. The respondent is therefore ordered to pay the claimant damages in the sum of 9 weeks' net pay x £169 i.e. £1,521.
3. In breach of Regulation 14(2) of the Working Time Regulations 1998, the respondent failed to pay the claimant a sum in lieu of 4 days' holiday that he had accrued but not taken by the date on which his employment terminated. It is ordered to pay him the sum of £270.40 (4 days x £8.45 x 8 hours per day) in this regard.

The total amount the respondent must pay to the claimant is therefore **£4,761.40**. The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded at paragraphs 2 and 3 above.

Employment Judge RL Brace
Dated: 31 May 2019

JUDGMENT SENT TO THE PARTIES ON

.....5 June 2019.....

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.