



EMPLOYMENT TRIBUNALS

Claimant Mrs G Brennan

Respondent Vijay Enterprises Limited

Heard at: Exeter

On: 5 June 2019

Before:
Employment Judge Goraj

Representation

Claimant: in person

The Respondent: no response entered and did not attend

JUDGMENT

The JUDGMENT of the tribunal is that pursuant to the Judgment dated 17 April 2019: -

1. The claimant is entitled to a statutory redundancy payment in the sum of £ 1,479.87 as calculated in the below schedule.
2. The claimant is awarded damages of £478.76 net in respect of the claimant's net notice pay as calculated in the below schedule which sum the respondent is ordered to pay to the claimant.
3. The respondent has made unlawful deductions in respect of the claimant's holiday pay in the gross sum of £122.15 as calculated in the below schedule which sum the respondent is ordered to pay to the claimant.
4. The total monies awarded to the claimant in respect of the above is therefore £2,080.78 (£1,479.87 + £478.76 +£122.15)
5. The above award is increased by 25% in pursuant to section 207 A of the Labour Relations and Trade Union (Consolidation) Act 1992 in the sum of £520.19 giving a total sum due to the claimant of £ £2,600.97 which sum the respondent is ordered to pay to the claimant.

The Schedule

1. The claimant's redundancy payment - 7 years' employment x 1.5 weeks x gross weekly salary of £140.94 = £1,497.87.
2. The claimant's notice pay – 4 weeks (7 weeks less 3 weeks worked in August) x £140.94 gross weekly pay = £563.76 less £85 income tax = £478.76.
3. Holiday pay - 1.4 days per month x 4 months = 5.6 days – less 3 days taken = 2.6 days x £46.98 gross per day = £122.15 gross.

Employment Judge Goraj
Date: 14 June 2019

As reasons for the Judgment were announced orally at the Hearing written reasons shall not be provided unless they are requested by a party within 14 days of the sending of this Judgment to the parties.

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