



EMPLOYMENT TRIBUNALS

Claimant: Ms J.B. Bartlett (1)
Ms. D.J. Davies (2)

Respondent: The Committee for the time being of
Radnor Valley Little Dragons

HELD AT: Aberystwyth **ON:** 17th August 2018

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Litigants in person

Respondent: Respondent was absent & unrepresented

JUDGMENT

The judgment of the Tribunal, having heard sworn evidence from the claimants and having considered the respondent's ET3 Response, is:

1. Ms J.B. Bartlett:

1.1 Statutory Redundancy Pay: The first claimant was entitled to a redundancy payment and the respondent has failed to pay it. The respondent shall pay to the first claimant £4,636.85 in respect of this judgment based upon:

- 1.1.1 52 years of age at termination of employment
- 1.1.2 9 years continuous employment
- 1.1.3 Gross weekly wage £343.47
- 1.1.4 Multiplier 13.5

1.2 Wages: The respondent made unauthorised deductions from the first claimant's wages for the period of 7 weeks up to the date of termination and shall pay to the first claimant £1,938.86 in respect of this judgment.

- 1.2.1 Net weekly wage £276.98
- 1.2.2 01.03.17 – 24.04.17

1.3 Breach of contract – Notice: The respondent breached the contract of the first claimant regarding notice of termination of employment and shall pay £1,661.88 in respect of this judgment.

1.3.1 9 weeks' statutory notice due

1.3.2 3 weeks' notice given

1.3.3 Net weekly pay: £276.98

1.3.4 Notwithstanding mitigation of loss the claimant is entitled to notice for the full period in the circumstances of the case.

1.4 The respondent shall pay to Ms. Bartlett the total sum of **£8,237.59** in respect of the above judgments.

1.5 The first claimant's claim that the respondent failed to pay to her holiday pay due on termination of employment fails and is dismissed.

2 Ms D.J. Davies:

2.1 Statutory Redundancy Pay: The second claimant was entitled to a redundancy payment and the respondent has failed to pay it. The respondent shall pay the second claimant £1,614.15 in respect of this judgment.

2.1.1 49 years of age at termination of employment

2.1.2 5 years continuous employment

2.1.3 Gross weekly wage £215.22

2.1.4 Multiplier 7.5

2.2 Wages: The respondent made unauthorised deductions from the second claimant's wages for the period of 7 weeks up to the date of termination and shall pay to the second claimant £1,264.41 in respect of this judgment.

2.2.1 Net weekly wage £180.63

2.2.2 01.03.17 – 24.04.17

2.3 Breach of contract – Notice: The respondent breached the contract of the second claimant regarding notice of termination of employment and shall pay £361.26 in respect of this judgment.

2.3.1 5 weeks' statutory notice due.

2.3.2 3 weeks' notice given

2.3.3 net weekly pay: £180.63

2.4 The respondent shall pay to Ms. Davies the total sum of **£3,239.82** in respect of the above judgments.

2.5 The second claimant's claim that the respondent failed to pay to her holiday pay due on termination of employment fails and is dismissed.

Employment Judge T.V. Ryan
Date: 17.08.18

JUDGMENT SENT TO THE PARTIES ON

29 August 2018

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.