



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Hughes

Respondent: Mr M Khan t/a Stanley News

HELD AT: North Shields

ON: 16 September
2019

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: In person

Respondent: In person

JUDGMENT

The judgment of the Tribunal is:

1. The claimant is entitled to a redundancy payment.
2. The claimant's complaint that the respondent breached her contract of employment by terminating it without statutory notice is well founded.
3. The claimant's complaint that the respondent failed to pay to her holiday pay due under regulation 14 of the Working Time Regulations 1998 is well founded.
4. When these proceedings were begun the respondent was in breach of its duty to the claimant under section 1(1) of the Employment Rights Act 1996.
5. The respondent must pay to the claimant the following amounts:-
 - a. £4257.90, as a statutory redundancy payment;

- b. £978.65, as damages for breach of contract in respect of notice;
- c. £39.43, being the amount due to the claimant under regulation 14 of the Working Time Regulations 1998 in respect of holiday (ie a quarter of a week's pay); and
- d. £315.40, being an award under section 38 of the Employment Act 2002.

Employment Judge Aspden

Date 16 September 2019

Note

Reasons for the decision 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.