



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Hughes  
**Respondent:** Sana Heritage Ltd  
**Heard at:** Aberystwyth                      **On:** 6 December 2019  
**Before:** Employment Judge Ward

## JUDGMENT

1. The claimant's dismissal on 1 February 2018 was unfair.
2. The respondent has failed to pay the claimant's eleven weeks notice period and is ordered to pay the claimant the sum of £3913.47
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £995.15 representing 12 days accrued but untaken annual leave.
4. The claimant is entitled to a redundancy payment of £5870.20
5. The respondent failed to pay wages properly payable to the claimant and is ordered to pay £1541.66 for outstanding wages plus £20.78 for failing to pay into the claimant's pension.
6. The respondent is ordered to pay the claimant £3,915.00 in compensation for the unfair dismissal, representing three months loss of wages the claimant has suffered as a result of being dismissed.

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Employment Judge C Ward  
Dated:6 December 2019

JUDGMENT SENT TO THE PARTIES ON 6 January 2020

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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.