



THE EMPLOYMENT TRIBUNAL

SITTING AT: BRISTOL (by telephone)

BEFORE: EMPLOYMENT JUDGE EMERTON (sitting alone)

BETWEEN:

Miss A Goldring **Claimant**

AND

MSV Enterprises Ltd **Respondent**

ON: 7 May 2020

APPEARANCES:

For the claimant: in person

For the respondent: Not represented (response not received)

JUDGMENT

The Judgment of the Tribunal is as follows:

Liability

1. The following claims against the respondent succeed, pursuant to rule 21 of the Employment Tribunal Rules of Procedure 2013: A claim for a statutory redundancy payment, unauthorised deduction of wages and failure to pay holiday pay.

Remedy

2. Redundancy payment: The claimant is entitled to a statutory redundancy payment of £3,528.80.
3. Unauthorised deduction of wages: The respondent is ordered to pay the claimant the sum of £5,132.80 as compensation.
4. Holiday pay: The respondent is ordered to pay the claimant the sum of £131.20 as compensation.
5. The sums of money referred to at paragraphs 3 and 4, above, may be liable for deductions for tax and national insurance.

Employment Judge Emerton

Date: 7 May 2020

Note 1:

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.

Note 2:

Covid-19: Rule 21 remedy hearing heard remotely by telephone

This has been a remote hearing in public, by telephone, allocated to a hearing room at the Bristol Civil and Family Justice Centre, which members of the public were able to attend to listen to the hearing over a telephone link. The arrangements were not objected to by the parties. A face to face hearing was not possible in light of the restrictions imposed by the Health Protection (Coronavirus, Restrictions) (England) Regulations 2020 and it was in accordance with the overriding objective to convert the hearing to a telephone hearing. The documents that I referred to were: the claim form, the contents of an email dated November 2019 setting out the claimant's calculation of part of the remedy sought, and the contents of three emails with attached evidence, sent by the claimant to the tribunal on 4 May 2020. I also heard oral submissions from the claimant.