



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Miss JM Evans

AND

**Respondent**  
Mr Glynn Davies

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham (remotely-via CVP)      **ON** 29 July 2020

**EMPLOYMENT JUDGE** Dimbylow

### Representation

**For the claimant:** In person

**For the respondent:** Not present or represented

## JUDGMENT

**This Hearing took place against the background of the coronavirus pandemic; and was conducted remotely by video platform in accordance with safe practice and guidelines.**

1. These claims were brought out of time. However, in relation to the redundancy payment claim, I extended the time because it appears to me to be just and equitable to do so; and in relation to the breach of contract claims over holiday pay and notice pay I extend the time because it was not reasonably practicable for the claims to have been brought in time.

2. I declare that the claimant was made redundant by the respondent. The respondent shall pay to the claimant the sum of £567.00 (3 weeks x 1.5 x £126.00 per week) as a redundancy payment.

3. I declare that the claimant's claim for damages for breach of contract over the failure by the respondent to pay her for holiday accrued but not taken is well-founded and succeeds. I order the respondent to pay £176.40 (gross) in damages to the claimant (1.4 weeks x £126.00 per week).

4. I declare that the claimant's claim for damages for breach of contract over the failure by the respondent to give her notice or make a payment in lieu of notice is well-founded and succeeds. I order the respondent to pay damages to the claimant in the sum of £378.00 (gross - being 3 x £126.00).

5. The total payable to the claimant by the respondent is £1,121.40.

29 July 2020  
Employment Judge Dimbylow

Note: Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.