



EMPLOYMENT TRIBUNALS

Claimants **Ms A Webb and Ms J Saunders**

Respondent **Mrs T Tracey**

Heard at: Birmingham Employment Tribunal by CVP

On: 24 September 2020

Before: Employment Judge Cookson (sitting alone)

Appearances

For the claimants: In person

For the respondent: Mrs Packwood (the respondent's daughter)

JUDGMENT

1. The claimants' claims for notice pay, statutory redundancy pay and holiday pay are upheld.
2. **Mrs Webb**
 - a. Mrs Webb was dismissed by reason of redundancy on 30 September 2019 and she is entitled to a statutory redundancy payment in the sum of £1,318.70.
 - b. The respondent failed to pay Mrs Webb her statutory notice period or a payment in lieu thereof. Her net pay (based on her claim form) was £523 per month and her entitlement over a 7 week statutory notice period is £844.83. The respondent is ordered to pay Mrs Webb damages in the sum of £844.83.
 - c. The respondent failed to pay to Mrs Webb her accrued and untaken holiday entitlement in the sum of 25 hours in the sum of £205.25. The respondent is ordered to pay to Mrs Webb the sum of £205.25.
3. **Ms Saunders**
 - a. Mrs Saunders was dismissed by reason of redundancy on 30 September 2019 and she is entitled to a statutory redundancy payment in the sum of £1,530.
 - b. The respondent failed to pay Mrs Saunders her statutory notice period or a payment in lieu thereof. Her net pay (based on her claim form) was £102 per week and her entitlement over a 10 week statutory notice period is £1,020. The respondent is ordered to pay Mrs Webb damages in the sum of £1,020.

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- c. The respondent failed to pay to Mrs Saunders her accrued and untaken holiday entitlement in the sum of 2.8 weeks in the sum of £284. The respondent is ordered to pay to Mrs Webb the sum of £284.

Employment Judge Cookson
24 September 2020

Notes

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.

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