



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Finch  
**Respondent:** Hair Force One Limited  
**Heard at:** East London Hearing Centre (by Cloud Video Hearing)  
**On:** 8 March 2021  
**Before:** Employment Judge Moor

## Representation

Claimant: In person  
Respondent: Mr J Gentleman, director

# JUDGMENT

1. The claim for a redundancy payment succeeds. The Respondent is ordered to pay to the Claimant **£1703.60** to be paid with no deductions.
2. The claim for unpaid accrued annual leave on termination succeeds. The Respondent is ordered to pay to the Claimant **£725.73** gross to be paid via a payslip with deductions for tax and national insurance.
3. The claim for notice pay is dismissed upon withdrawal.
4. The calculation of the above sums is set out in the appendix below.

**Employment Judge Moor**  
**Date: 8 March 2021**

Calculation

Gross weekly pay = £340.70  
Start of employment: 5 September 2014  
Effective date of termination: 23 March 2020  
5 complete years worked under the age of 42

Agreed holiday year from 1 September each year  
5.6 weeks entitlement to paid holiday in holiday year.  
5 days' (1 week's) holiday taken in holiday year.

**Redundancy Payment**

1 gross week's pay x number of complete years' service

$340.70 \times 5 = \mathbf{£1703.60}$

**Accrued but outstanding annual leave on termination**

$5.6 \times 204/365 = 3.13$  weeks

Minus holiday taken of 1 week = 2.13

Outstanding holiday pay =  $2.13 \times 340.70 = \mathbf{£725.73}$