



EMPLOYMENT TRIBUNALS

Claimants: (1) Jacqueline Jeffrey
(2) Tania De Jager
(3) Ivan Kasabov
(4) Lauren Flanagan

Respondent: Down Under Cafe

Heard at: London South Employment Tribunal, sitting at Croydon, via CVP.

On: 1st July 2021.

Before: Employment Judge Apted.

Representation:

Claimant: self-represented.

Respondent: Did no attend. Not represented.

JUDGMENT

The hearing has been a remote hearing which was not objected to by the parties. The form of remote hearing was video by Cloud Video Platform (CVP). A face-to-face hearing was not held because it was not practicable because of the Covid-19 virus.

1. The claimant's claims for statutory redundancy pay and holiday pay are well founded.
2. The respondent is Ordered to pay to the first claimant statutory redundancy pay of £2,228.67. The first claimant was aged 54 when she was made redundant, she had worked for the respondent for 6 whole years and her average weekly pay was £247.63.
3. The respondent is Ordered to pay to the first claimant the gross sum of £320.97 for accrued but untaken holiday pay at the date of redundancy. The first claimant was entitled to 84.8 hours leave per year. She had taken 48 hours leave, leaving a balance at the date of redundancy of 36.8 hours. This figure multiplied by the

Case No: 2304829/2020

hourly rate of £8.72, equals £320.90.

4. The respondent is Ordered to pay to the second claimant statutory redundancy pay of £1,575. The second claimant was aged 53 when she was made redundant, she had worked for the respondent for 5 whole years and her average weekly pay was £210.
5. The respondent is Ordered to pay the second claimant the gross sum of £963.56 for accrued but untaken holiday pay at the date of redundancy. The second claimant worked 6.5 hours per day at £8.72 per hour. She had 17 days accrued leave remaining at the date of redundancy, which equals £963.56.
6. The respondent is Ordered to pay to the third claimant statutory redundancy pay of £2,100. The second claimant was aged 34 when he was made redundant, he had worked for the respondent for 6 whole years and his average weekly pay was £350.
7. The respondent is Ordered to pay to the third claimant the gross sum of £880.72 for accrued but untaken holiday pay at the date of redundancy. The third claimant had 101 hours accrued but untaken leave at the date of redundancy. This multiplied by his hourly rate of £8.72, equals £880.72.
8. The respondent is Ordered to pay to the fourth claimant statutory redundancy pay of £900. The fourth claimant was aged 30 when she was made redundant, she had worked for the respondent for 6 whole years and her average weekly pay was £150.
9. The respondent is Ordered to pay the fourth claimant the gross sum of £68 for accrued but untaken holiday pay at the date of redundancy. The fourth claimant was entitled to 7.8 hours leave at the date of redundancy. This multiplied by £8.72, equals £68.

Employment Judge **Apted**

Date: 1st July 2021

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

February