



EMPLOYMENT TRIBUNALS

Claimant: Ms H Parker Herman & Others
Respondent: Beauty Consultants Bureau (UK) LLP (in voluntary liquidation)

JUDGMENT

Rule 21 Employment Tribunal Rules 2013

1. No response to the claim has been presented and the liquidator of the respondent has confirmed that it has no objection to these proceedings continuing. Pursuant to Rule 21 of the Employment Tribunal Rules 2013, and subject to the paragraph below and the provisions set out in the respective schedules annexed to this judgment, the claimants' complaints of unfair dismissal, for a statutory redundancy payment, for notice pay, for arrears of pay and for unpaid holiday pay succeed.
2. Ms Kimberley Johnson's complaint of maternity discrimination and Ms Olga Olshevska's complaint of unpaid holiday pay are dismissed upon withdrawal by the claimants.
3. The awards in the schedules annexed to this judgment are made in respect of the 8 claimants, all payable by the respondent to, in each case, the claimant whose name appears in the respective schedule.
4. The hearing set for 27 September 2021 is vacated and will not take place.

20 September 2021

Employment Judge Baty

JUDGMENT SENT TO THE PARTIES ON

.20/09/2021..

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FOR THE TRIBUNAL OFFICE

IN THE EMPLOYMENT TRIBUNAL
NUMBER:2204568/2020
LONDON CENTRAL

CASE

BETWEEN

MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
OLGA OLSHEVSKA**

The Claimant was employed from 1 March 2007 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 13 years continuous service with the Respondent. The Claimant was aged 37 years at the date of dismissal. The Claimant's annual salary was £30,385.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £525) 13 x 1 x 525 = 6,825	6,825.00
2. Notice pay 12 x 525	6,300.00
3. Arrears of pay 1-30 March 2020 = 22 working days	2,310.00
4. Holiday pay Statutory leave taken (The claimant had permission to carry over 10 days accrued leave 5 of which would be statutory)	525.00
TOTAL	15,960.00

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MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
AMBER EVANS**

The Claimant was employed from 1 October 2017 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 2 years continuous service with the Respondent. The Claimant was aged 28 years at the date of dismissal. The Claimant's annual salary was £25,000.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £480.77) 2 x 1 x 480.77 = 961.54	961.54
2. Notice pay 2 x 480.77	961.54
3. Arrears of pay 1-30 March 2020 = 22 working days	2,115.38
4. Holiday pay Statutory leave taken	nil
TOTAL	4,038.46

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 Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
 (in liquidation)
 Respondent

SCHEDULE OF LOSS
AZZARA GIBSON

The Claimant was employed from 2 August 2012 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 7 years continuous service with the Respondent. The Claimant was aged 29 years at the date of dismissal. The Claimant's annual salary was £33,000.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £525) 7 x 1 x 525 = 3,675.00	3,675.00
2. Notice pay 7 x 525	3,675.00
3. Arrears of pay 1-30 March 2020 = 22 working days	2,310.00
4. Holiday pay Statutory leave taken	nil
TOTAL	9,660.00

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MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
GEORGIA CHAKLI**

The Claimant was employed from 12 October 2016 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 3 years continuous service with the Respondent. The Claimant was aged 24 years at the date of dismissal. The Claimant's annual salary was £28,000.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £525) 3 x 1 x 525 =	1,575.00
2. Notice pay 3 x 525	1,575.00
3. Arrears of pay 1-30 March 2020 = 22 working days	2,310.00
4. Holiday pay Statutory leave taken	nil
TOTAL	5,460.00

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MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
KIMBERLEY JOHNSON**

The Claimant was employed from 12 April 2010 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 9 years continuous service with the Respondent. The Claimant was aged 31 years at the date of dismissal. The Claimant's annual salary was £34,000.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £525) 9 x 1 x 525 = 3,150.00	4,725.00
2. Notice pay 9 x 525	4,725.00
3. Arrears of pay 1-30 March 2020 = 22 working days	2,310.00
4. Holiday pay Statutory leave taken	nil
TOTAL	11,760.00

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MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
ALLISON CRUISE**

The Claimant was employed from 8 May 2007 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 12 years continuous service with the Respondent. The Claimant was aged 45 years at the date of dismissal. The Claimant's annual salary was £37,080.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £525) 4 x 1.5 x 525 = 3,150.00 8 x 1 x 525 = 4,200.00	7,350.00
2. Notice pay 12 x 525	6,300.00
3. Arrears of pay 1-30 March 2020 = 22 working days	2,310.00
4. Holiday pay Statutory leave taken	nil
TOTAL	15,960.00

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BETWEEN

MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
HELEN PARKER HERMAN**

The Claimant was employed from 2 November 1998 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 21 years continuous service with the Respondent. The Claimant was aged 47 years at the date of dismissal. The Claimant's annual salary was £22,659.96. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £435) 6 x 1.5 x 435 = 3,915.00 12 x 1 x 435 = 5,220.00	9,135.00
2. Notice pay 12 x 435	5,220.00
3. Arrears of pay 6 January – 28 February 2020 = 40 working days	3,480.00
4. Holiday pay Statutory leave taken	nil
TOTAL	17,835.00

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BETWEEN

MRS HELEN PARKER HERMAN & OTHERS
Claimants

-and-

BEAUTY CONSULTANTS BUREAU (UK) LLP
(in liquidation)
Respondent

**SCHEDULE OF LOSS
ALISON WINCHESTER**

The Claimant was employed from 5 August 2009 with the Respondent company. The Claimant's employment was never terminated but it is accepted that the employment ceased with effect from 30 March 2020. The Claimant therefore has 12 years continuous service with the Respondent. The Claimant was aged 54 years at the date of dismissal. The Claimant's annual salary was £48,000.00. The schedule is based on statutory rates only to be recovered from the National Insurance Fund.

1. Statutory redundancy payment (Weeks pay @ 2019/2020 rate - £525) 10 x 1.5 x 525 = 3,150.00	7,875.00
2. Notice pay 10 x 525	5,250.00
3. Arrears of pay 1-30 March 2020 = 22 working days	2,310.00
4. Holiday pay Statutory leave taken	nil
TOTAL	15,435.00