



EMPLOYMENT TRIBUNALS

Claimant:

Laura Dyson

v

Respondent:

Downunder Cafe Ltd

Heard at: London (South), Croydon, via Cloud Video Platform

On: 28/01/2022

Before:

Judge of the First-tier Tribunal T Lawrence, acting as an Employment Judge

Representation:

Claimant: in person

Respondent: no appearance

JUDGMENT

1. The Claimant's claims for statutory redundancy pay, notice pay, and holiday pay succeed.
2. The Claimant's claim for unfair dismissal does not succeed.
3. The Claimant was dismissed without notice on 30/06/2020, when she was entitled to a statutory redundancy payment of 13 weeks' pay, to 12 weeks' notice and to one week of untaken holiday. The Claimant's gross weekly pay was £480.77 (£25,000 per annum) plus employer's pension contribution of 3% (£14.42 / week).
4. It is appropriate to apply an increase of 25% to the compensation that is due to the Claimant due to the Respondent's unreasonable failure to comply with the applicable codes of practice relating to the resolution of disputes.

5. The Respondent is ordered to pay to the Claimant the gross sum of £16,093.68 in total.

Judge of the First-tier Tribunal **T Lawrence**,
acting as an Employment Judge
28/01/2022