



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4107946/2020  
Held by Cloud Video Platform (CVP) at Glasgow Employment Tribunals  
on 23 March 2021  
Employment Judge A. Tinnlon**

**Mrs. Mandy Carlin (lead)**

**First Claimant  
In Person**

**Mrs. Annette Keen**

**Second Claimant  
In Person**

**Mrs. Eleanor Wilson**

**Third Claimant  
In Person**

**Miss. Victoria Wilson**

**Fourth Claimant  
In Person**

**Mrs. Marion Bennett**

**Respondent  
In Person  
Represented by  
Mr. Trevor Forrester**

## **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

For reasons given orally at the final hearing on 23 March 2021, the Judgment of the Tribunal is that:

1. Claimant Mrs. Mandy Carlin's claim against the Respondent for a statutory redundancy payment under s.163 of the Employment Rights Act 1996 is well founded.
2. Claimant Mrs. Mandy Carlin's claim against the Respondent for wrongful dismissal/notice pay is well-founded.
3. The Respondent shall pay Claimant Mrs. Mandy Carlin the total sum of £6,524.62 (£4,708.80 redundancy payment, £1,815.82 notice pay).
4. Claimant Mrs. Annette Keen's claim against the Respondent for a statutory redundancy payment under s.163 of the Employment Rights Act 1996 is wellfounded.

5. Claimant Mrs. Annette Keen's claim against the Respondent for wrongful dismissal/notice pay is well-founded.
6. The Respondent shall pay Claimant Mrs. Annette Keen the total sum of £10,662.29 (£7,848 redundancy payment, £2,814.29 notice pay).
7. Claimant Mrs. Eleanor Wilson's claim against the Respondent for a statutory redundancy payment under s.163 of the Employment Rights Act 1996 is wellfounded.
8. Claimant Mrs. Eleanor Wilson's claim against the Respondent for wrongful dismissal/notice pay is well-founded.
9. The Respondent shall pay Claimant Mrs. Eleanor Wilson the total sum of £9,728 (£6,867 redundancy payment, £2,861 notice pay).
10. Claimant Miss Victoria Wilson's claim against the Respondent for a statutory redundancy payment under s.163 of the Employment Rights Act 1996 is wellfounded.
11. Claimant Miss Victoria Wilson's claim against the Respondent for wrongful dismissal/notice pay is well-founded.
12. The Respondent shall pay Claimant Miss Victoria Wilson the total sum of £1 ,495.77 (£923.64 redundancy payment, £572.13 notice pay).

**Note**

1. The £572.13 notice payment to Claimant Miss Victoria Wilson has been recalculated under Rule 69 to correct an error at the final hearing (use of gross not net weekly wage), and is equal to £854.55 (3 weeks net wages at £284.85/week) minus £282.42 (net wages from Barony Universal earned in period 21 September - 3 October 2020).

**Employment Judge: Antoine Tinnion**  
**Date of Judgment: 13 April 2021**  
**Entered in register: 13 April 2021**  
**and copied to parties**