



EMPLOYMENT TRIBUNALS

Claimant: Emma Jane Rowlands
Respondent: Gaynor Hartford
Heard on: Video (CVP) **On:** 7 February 2022
Before: Employment Judge S Evans (sitting alone)

Representation

Claimant: in person
Respondent: in person

JUDGMENT

The claimant's claim of entitlement to a statutory redundancy payment is dismissed on withdrawal.

The claim for compensation for unfair dismissal and holiday pay is upheld in the sum of £7394.82.

The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply to this award.

1. Details

Date of birth of claimant	02/06/1978
Date started employment	01/04/2009
Effective Date of Termination (EDT)	26/07/2020
Period of continuous service (years)	11
Age at EDT	42
Gross weekly pay at EDT	132.69
Gross annual pay at EDT	6899.88

2. Basic award

Basic award	1525.94
Number of qualifying weeks (11.5) x Gross weekly pay (132.69)	

Total basic award	1525.94
3. Compensatory award (immediate loss)	
Loss of net earnings	6,899.88
Number of weeks (52) x Gross weekly pay (132.69)	
Plus loss of statutory rights	265.00
Less notice pay	(1296.00)
Total compensation (immediate loss)	5,868.88
4. Arrears of pay	
Holiday pay (0 hours accrued but untaken)	0
Total compensation (other statutory rights)	0
5. Summary totals	
Basic award	£1,525.94
Compensation award including statutory rights	£5,868.88
Total	£7,394.82

Employment Judge **S. Evans**

Date 7 February 2022

JUDGMENT SENT TO THE PARTIES ON 9 February 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

NOTE: Reasons were given orally at the hearing. In accordance with Rule 62 (3) of the Employment Tribunal Rules of Procedure 2013, no written reasons will be provided unless requested by a party at the hearing or in writing within 14 days of sending the written record of the decision.

