



IN THE EMPLOYMENT TRIBUNAL (SCOTLAND)

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**Judgment of the Tribunal in Case No: 4102329/2022 (Multiple No: 4100213)
Heard remotely on the Cloud Based Video Platform on 13th July 2022**

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Employment Judge J G d'Inverno

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Miss Cherie Stevenson

**1st Named Claimant
In Person**

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Miss Karyn King

**2nd Named Claimant
In Person**

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Beauty Box Sterling Limited

**Respondent, not
appearing and not
represented**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal is:

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(First) That the 1st named claimant Cherie, Stevenson, whose date of birth is the 7/August/1985 was employed by the respondent from the 1st of October 2019 to the 22nd of January 2022 on which latter date she was

dismissed for reason of redundancy in terms of section 139(1)(a) of the Employment Rights Act 1996.

5 **(Second)** That the 1st named claimant whose gross and net weekly wage was £144 per week, who was 36 years of age and who had accrued 2 complete years of service as at the Effective Date of Termination of her employment, the 22nd of January 2022, is entitled in terms of section 162(2)(b) of the Employment Rights Act 1996 to receive, and the respondent shall pay to the 1st named claimant, a redundancy payment of 10 £288 (being 2 weeks x £144 gross per week).

(Third) That the 1st named claimant was entitled to receive 2 weeks statutory notice in terms of section 86(1)(b) of the Employment Rights Act 1996, that the 1st named claimant was dismissed by the respondent without 15 being permitted to work her notice period, is entitled to receive, and the respondent shall pay to the 1st named claimant, 2 weeks pay in lieu of notice in the sum of £288 being (2 weeks x £144 net per week).

(Fourth) That contrary to the provisions of section 13 of the Employment 20 Rights Act 1996, the respondent made an unauthorised deduction from the 1st named claimant's last wage payment in January 2022 in respect of 3 days, worked by the 1st named claimant on the 28th, 29th and 30th of April 2021 but not paid for by the respondent, in the sum of £144; and the respondent shall make payment to the 1st named claimant in the equivalent 25 sum of £144 being 3 days at £48 net per day.

(Fifth) That the 2nd named claimant Karyn King, whose date of birth is the 3rd of the 2nd 1989, was employed by the respondent from on or about the 20th of July 2016 to the 20th of January 2022 on which latter date she was 30 dismissed for reason of redundancy in terms of section 139(1)(a) of the Employment Rights Act 1996.

(Sixth) That the 2nd named claimant whose gross weekly wage was £385 per week and whose net weekly wage was £308 per week, and who was

32 years of age and had accrued 5 complete years of service as at the Effective Date of Termination of her employment on the 20th of January 2022, is entitled in terms of section 162(2)(b) of the Employment Rights Act 1996 to receive, and the respondent shall pay to the 2nd named claimant, a
5 redundancy payment of £1,925 being (5 weeks at £385 gross per week.)

(Seventh) That the 2nd named claimant was entitled to receive 5 weeks statutory notice in terms of section 86(1)(b) of the Employment Rights Act 1996, was dismissed by the respondent without being permitted to work her
10 notice period and is entitled to receive, and the respondent shall pay to the 2nd named claimant, 5 weeks pay in lieu of notice in the sum of £1,540 (being 5 x £308 net per week.)

(Eighth) That contrary to the provisions of section 13 of the Employment
15 Rights Act 1996, the respondent made an unauthorised deduction from the 2nd named claimant's last wage payment in January of 2022, in respect of 3 days worked by the 2nd named claimant on the 28th, 29th and 30th of April 2021 but not paid for by the respondent, in the sum of £264 being 3 x £88 net per day and the respondent shall make payment to the 2nd named
20 claimant in the equivalent sum of £264.

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Employment Judge:
Date of Judgment:
Date sent to parties:

J G d'Inverno
14 July 2022
14 July 2022