



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimant

MS A THOMAS (C1)  
MS C CASWELL (C2)

AND

Respondent

MS A CANTLE

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: BRISTOL      ON:    19<sup>TH</sup> AUGUST 2022

EMPLOYMENT JUDGE MR P CADNEY  
(SITTING ALONE)

MEMBERS:

APPEARANCES:-

FOR THE CLAIMANTS:-      IN PERSON

FOR THE RESPONDENT:-    IN PERSON

## JUDGMENT

The judgment of the tribunal is that:-

MS A THOMAS (C1)

1.      The respondent is ordered to pay the claimant:
  - i)    Redundancy Pay - £2197.44
  - ii)   Notice Pay - £1464.96
  - iii)   Unpaid Holiday Pay - £1046.40

iv) Total - £3708.80

Ms C CASWELL (C2)

2. The respondent is ordered to pay the claimant:

i) Redundancy Pay- £2197.44

ii) Notice Pay- £1464.96

iii) Unpaid Holiday Pay - £1046.40

iv) Total - £3708.80

**Reasons**

1. In the hearing the respondent accepted that all the information provided by both claimants was correct and that in principle the claims were not disputed. The respondent contends that she has no means to meet any judgement but as explained orally, and as she accepted, that is not in and of itself a defence to the claims.
2. In respect of holiday, there was prior to the covid pandemic no automatic right to carry over unused holiday. This was altered at the start of the pandemic. Neither claimant has taken any holiday in 2020 and accordingly was entitled to carry over 4 weeks unused holiday under the regulations. For the holiday year 2021 each has 1 week pro rata unused holiday. Each is therefore owed 5 weeks holiday pay.

**EMPLOYMENT JUDGE CADNEY**

Date: 19 August 2022

Sent to the parties on  
6 September by Miss J Hopes

FOR THE TRIBUNAL OFFICE