



EMPLOYMENT TRIBUNALS

Claimant: Mrs Kelly Durling
Respondent: Belmont Childcare Ltd
Heard at: East London Hearing Centre (by telephone)
On: 5th September 2022
Before: Employment Judge Travers

Representation

Claimant: The claimant attended in person and was not represented
Respondent: Belinda England (director of the respondent)

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by telephone. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

1. The respondent is ordered to pay the claimant a total award of **£4549.24**.
2. The award set out at paragraph 1 above comprise the following components:

Redundancy

£2,280 which has been calculated on the basis of the following factors:

Length of service	= 6 years	[13/04/15 – 28/02/22: only full years count]
Age multiplier	= 2 years @ 1 weeks wages + 4 years @ 1.5 weeks wages	
Gross weekly pay	= £285	[last 3 months before redundancy]

Outstanding wages

It is declared that the claimant's wages for December 2021 and February 2022 were subject to unauthorised deductions totalling £1699.24 net.

Notice pay

£570 gross which has been calculated as follows:

The claimant was entitled to six weeks statutory notice but only received 4 weeks' notice. The respondent is therefore liable to pay the outstanding 2 weeks' notice pay at £285 per week.

3. The claim for holiday pay is dismissed.
4. Ms England who is a director of the respondent attended the hearing and confirmed that she had had a copy of the claimant's schedule of loss. It was accepted by Ms England that the respondent is liable to the claimant under the heads of liability set out in this judgment.

Employment Judge Travers
Date: 07 September 2022