



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

CORRECTED JUDGMENT

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

The claimant's claim of entitlement to holiday pay is dismissed upon withdrawal.

The claim for compensation for unfair dismissal 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)

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|----------------------|----------|
| Loss of net earnings | 6,899.88 |
|----------------------|----------|

| | |
|--|--|
| Number of weeks (52) x Gross weekly pay (132.69) | |
|--|--|

| | |
|-------------------------------|--------|
| Plus loss of statutory rights | 265.00 |
|-------------------------------|--------|

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|------------------------|-----------|
| Less notice pay | (1296.00) |
|------------------------|-----------|

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|--|-----------------|
| Total compensation (immediate loss) | 5,868.88 |
|--|-----------------|

4. Summary totals

| | |
|-------------|-----------|
| Basic award | £1,525.94 |
|-------------|-----------|

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|---|-----------|
| Compensation award including statutory rights | £5,868.88 |
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| | |
|--------------|------------------|
| Total | £7,394.82 |
|--------------|------------------|

REASONS

Paragraph 4 of the breakdown of the award, made by the judgment issued on 7 February 2022, upheld the claim for holiday pay in the sum of £0. The judgment is corrected to reflect the agreement between the parties that no further holiday pay was due and the agreed withdrawal of that claim.

Employment Judge **S. Evans**

Date 9 February 2022

JUDGMENT SENT TO THE PARTIES ON 15 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.