



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mrs K Wallbridge  
(2) Mrs S Thorpe  
(3) Mrs M Cook

**Respondent:** Ebony Jewellers Ltd

**Heard at:** Bristol (by video-CVP) **On:** 28 October 2022

**Before:** Employment Judge Livesey

**Representation:**

First and Second Claimants: In person  
Third Claimant: Mr Doughty, counsel  
Respondent: Did not attend

## JUDGMENT

### **First Claimant; Mrs Wallbridge**

1. The Respondent has made an unauthorised deduction from the Claimant's wages and is ordered to pay her the gross sum of £834.00.
2. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to her in the net sum of £1,337.40.
3. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £5,541.90.
4. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay her the sum of £738.92.

### **Second Claimant; Mrs Thorpe**

5. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to her in the net sum of £1,404.66.

6. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £7,753.83.
7. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay her the sum of £2,248.06.

**Third Claimant; Mrs Cook**

8. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to her in the net sum of £3,653.76.
9. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £11,076.92.
10. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay her the sum of £2,067.69.
11. The Respondent's conduct in defending the proceedings was unreasonable within the meaning of rule 76 (1)(a) and/or its response had little reasonable prospect of success within the meaning of rule 76 (1)(b) and the Third Claimant is entitled to her costs in the sum of £4,566.00.

Employment Judge Livesey  
Date: 28 October 2022

Judgment sent to the Parties: 08 November 2022

FOR THE TRIBUNAL OFFICE