



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Halik

Respondent: San Gabriel UK Ltd

HELD AT: London South (by CVP)

ON: 14 December 2022

BEFORE: Employment Judge Hart

REPRESENTATION:

Claimant: In person

Respondent: Did not attend

ORAL JUDGMENT

The Judgment of the Tribunal is that:

1. The proceedings proceeded in the respondent's absence, having considered the available information and made such enquiries as was practicable about the reasons for the respondent's absence.
2. The claimant was dismissed by the respondent on grounds of redundancy.

3. The respondent is ordered to pay the claimant statutory redundancy pay, calculated as 7 weeks' pay (based on 1 weeks' pay for each year of service), amounting to the sum of **£3365.38 gross**.
4. The respondent was in breach of contract by dismissing the claimant without paying 7 weeks' notice which she was entitled to and is ordered to pay the claimant the sum of **£2680.63 net**.
5. The respondent failed to pay 24.75 days' accrued holiday in the leave year leading up to the claimant's dismissal and is ordered to pay the claimant the sum of **£1814.42 net**.
6. The respondent unreasonably failed to provide written reasons requested by the claimant and is ordered to pay the claimant 2 weeks' pay amounting to the sum of **£961.54 gross**.

Employment Judge Hart

Date: 14 December 2022

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.