



EMPLOYMENT TRIBUNALS

Claimants: (1) Mrs Bev Duthie
(2) Miss Jessica Hall

Respondent: Learner Engagement Training Services Ltd

FINAL HEARING FOLLOWING NON-PRESENTATION OF RESPONSE – RULE 21(2)

Heard at: Midlands (West) (in public; by CVP)

On: 15 May 2023

Before: Employment Judge Camp

Appearances

For the claimants: in person

For the respondent: did not appear

RULE 21 JUDGMENT

1. The respondent dismissed the claimants by reason of redundancy.
2. The respondent dismissed the claimants in breach of contract by failing to give them notice.
3. The respondent failed to pay the claimants compensation for their accrued holiday entitlement on dismissal.
4. Claimant's (1)'s wages were £40,000 per annum; £767.17 per week (£40k ÷ 52.14 weeks); £153.43 per working day (£40k ÷ 52.14 weeks ÷ 5 days).
5. The respondent must pay claimant (1), Mrs Bev Duthie, the total sum of **£8393.69**, made up as follows:
 - 5.1 Redundancy pay: £2569.50 (3 x 1½ x £571)

- 5.2 Damages for breach of contract (notice pay): £3318.68 (4 x £767.17 + £250 car allowance)
- 5.3 Holiday entitlement: £2505.51 (£153.43 x 16.33 days)
6. Claimant (2)'s wages were £30,000 per annum; £575.37 per week (£30k ÷ 52.14 weeks); £115.07 per working day (£30k ÷ 52.14 weeks ÷ 5 days).
7. The respondent must pay claimant (2), Miss Jessica Hall, the total sum of **£6061.83**, made up as follows:
 - 7.1 Redundancy pay: £2284.00 (4 x £571)
 - 7.2 Damages for breach of contract (notice pay): £2301.48 (4 x £575.37)
 - 7.3 Holiday entitlement: £1476.35 (£115.07 x 12.83 days)

Employment Judge Camp
Date 15th May 2023