



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs LA Ord & Mr N Gascoigne

**Respondent:** Heidi Rowlands

**HELD AT:** Newcastle upon Tyne (by CVP)      **ON:** 3 April 2021

**BEFORE:** Judge Cowx (sitting alone)

**REPRESENTATION:**

**Claimants:** Attended unrepresented

**Respondent:** Did not attend

## JUDGMENT

1. Mrs Ord's claims of unpaid wages, holiday pay, notice pay and redundancy payment are well founded and succeed.
2. For Mrs Ord's claim of unpaid wages the respondent is ordered to pay Mrs Ord the sum of **£344.46**.
3. For Mrs Ord's claim to holiday pay the respondent is ordered to pay Mrs Ord the sum of **£822.80**.
4. For Mrs Ord's claim to notice pay the respondent is ordered to pay Mrs Ord the sum of **£4487.76**.
5. The above figures at paragraphs 2, 3 and 4 have been calculated using gross monthly pay and the respondent is to deduct from that amount the required sum payable to HM Revenue and Customs for Income Tax and National Insurance.
6. The total gross sum payable by the respondent to Mrs Ord is **£5655.02**.
7. For Mrs Ord's claim to a redundancy payment the respondent is ordered to pay Mrs Ord the additional sum of **£8227.56** net.
8. Mr Gascoigne's claims of unpaid wages, holiday pay, notice pay are well founded and succeed.
9. For Mr Gascoigne's claim of unpaid wages the respondent is ordered to pay Mr Gascoigne the sum of **£403.92**.

10. For Mr Gascoigne's claim to holiday pay the respondent is ordered to pay Mr Gascoigne the sum of **£837.24**.
11. For Mr Gascoigne's claim to notice pay the respondent is ordered to pay Mr Gascoigne the sum of **£348.84**.
12. The above figures at paragraphs 9, 10 and 11 have been calculated using gross monthly pay and the respondent is to deduct from that amount the required sum payable to HM Revenue and Customs for National Insurance.
13. The total gross sum payable by the respondent to Mr Gascoigne is **£1590.00**.
14. The Tribunal also found that the respondent was in breach of its duty under Section 38 of the Employment Act 2002 to provide Mr Gascoigne with full and accurate written particulars of employment and is ordered to pay Mr Gascoigne the additional sum of **£1252.00**, the amount equal to 4-weeks net pay.

Judge Cowx

3 April 2023

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.