



# EMPLOYMENT TRIBUNALS

**Claimants:** Lucy Cargill (1), Ben English (2), Fatemah Jamal Al-Lail (3), Jessica Moorey (4), Lauren Jones (5), Fiona Boyd (6), Kayleigh Williams (7), Emma Saitch-Smith (8), Lucy Isherwood (9), Rachel Mooney (10), Emily Pearson (11), Sophia Weary (12)

**Respondent:** Beautycom UK Limited

**Heard at:** London Central (CVP)

**On:** 27 June 2023

**Before:** Employment Judge Khan

## Appearances

Claimants: 11 of 12 claimants in person (not Ms Cargill)

Respondent: No appearance

# JUDGMENT ON REMEDY

Employment Tribunals Rules of Procedure 2013

1. Judgment on liability having been made, the respondent is ordered to pay the claimants as follows having accounted to HMRC for any tax and national insurance due (the footnotes below refer to any revisions made to the figures that were discussed at the hearing):

- 1) **To Lucy Cargill (2200505/2023 & 2200506/2023):** a redundancy payment of £761.54 gross (3 weeks<sup>1</sup>), a notice payment of £761.54 gross (3 weeks) and holiday payment of £238.87 net (3 days).
- 2) **To Ben English (2200507/2023):** a redundancy payment of £1,923.08 gross (4 weeks), a notice payment of £1,923.08 gross (4 weeks) and holiday payment of £587.27 net (7.5 days).

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<sup>1</sup> Based on employment start date of 17 September 2019 (ET1 section 5.1)

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- 3) **To Fatemah Jamal al-Lail (2200508/2023)**: a redundancy payment of £1,713 gross (3 weeks), a notice payment of £3,763.46<sup>2</sup> gross (5 weeks) and holiday payment of £1,920.11 net (16.5 days).
- 4) **To Jessica Moorey (2200509/2023)**: a redundancy payment of £1,442.31 gross (3 weeks), a notice payment of £1,442.31 gross (3 weeks) and holiday payment of £805.24<sup>3</sup> net (10.5 days).
- 5) **To Lauren Jones (2200510/2023)**: a redundancy payment of £2,284 gross (4 weeks), a notice payment of £8,177.89 gross (6 weeks) and holiday payment of £9,230.08 net (47.5 days).
- 6) **To Fiona Boyd (2200511/2023)**: a redundancy payment of £1,650 gross (3 weeks) and notice payment of £2,750 gross (5 weeks).
- 7) **To Kayleigh Williams (2200512/2023)**: a redundancy payment of £1,142 gross (2 weeks), a notice payment of £2,000 gross (2 weeks) and holiday payment of £4,083.96 net (31.5 days).
- 8) **To Emma Saitch-Smith (2200513/2023)**: a redundancy payment of £4,568 gross (8 weeks<sup>4</sup>), a notice payment of £8,307.69 gross (9 weeks) and holiday payment of £1,568.16 net (13 days).
- 9) **To Lucy Isherwood (2200514/2023)**: a redundancy payment of £3,426 gross (6 weeks), a notice payment of £16,153.85 gross (8 weeks) and holiday payment of £4,057.45 net (14 days).
- 10) **To Rachel Mooney (2200515/2023)**: a redundancy payment of £961.54 gross (2 weeks), a notice payment of £1,923.08 gross (4 weeks) and holiday payment of £963.22 net (12 days).
- 11) **To Emily Pearson (2200516/2023)**: a redundancy payment of £1,626.92 gross (3 weeks), a notice payment of £1,626.92 gross (3 weeks) and holiday payment of £526.95 net (6.5 days).
- 12) **To Sophia Weary (2200517/2023)**: a redundancy payment of £961.54 gross (2 weeks), a notice payment of £961.54 gross (2 weeks) and holiday payment of £190.90 net (2.5 days).

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<sup>2</sup> Based on 5 weeks' notice (termination letter)

<sup>3</sup> Based on net monthly pay of £1,655.42 (October 2022 payslip)

<sup>4</sup> Based on employment start date of 11 January 2014 (contract)

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**Employment Judge Khan**

**27.06.2023**

JUDGMENT SENT TO THE PARTIES ON

..27/06/2023

FOR THE TRIBUNAL OFFICE