



EMPLOYMENT TRIBUNALS

Claimants

Mr M Vincent
Ms E Blackmore
Ms H Devlin

v

Respondent

War on Cancer Limited

Heard at: London Central (by CVP)

On: 28 June 2023

Before: Employment Judge Lewis

Representation

For the Claimants: Represented themselves

For the Respondent: Did not attend

JUDGMENT

Mr M Vincent v War on Cancer Limited

1. The claim for untaken holiday in the termination year is upheld and the claimant is awarded **£144.66**.

(The claimant took 14 days' holiday in January 2023 of which 10 days were allowed to be carried over. He took 4 days from his pro rata 2023 entitlement (4.61 days). The daily rate was £233.33 gross ie £60,000 divided by 260).

2. The claim for unpaid wages due on 24 February 2023 is upheld and the claimant is awarded **£5000** gross pay.
3. The claimant was constructively dismissed. He was entitled to one month's notice. The claim for notice pay is upheld and the claimant is awarded **£3,514.40** net pay.
4. The claim for **£191.39** expenses is upheld.

Ms E Blackmore v War on Cancer Limited

5. The claim for untaken holiday in the termination year is upheld and the claimant is awarded **£2,774.99**.

(The claimant by agreement carried over 5 days' holiday from 2022. She took no holiday in 2023 when her pro rata entitlement was 4.62 days. The daily rate was £288.46 gross ie £75,000 divided by 260).

6. The claim for unpaid wages on 24 February 2023 is upheld and the claimant is awarded **£6,250** gross pay.
7. The claimant was constructively dismissed. She was entitled to one month's notice. The claim for notice pay is upheld and the claimant is awarded **£4,173.25** net pay.
8. The claim for **£590.55** expenses is upheld.

Ms H Devlin v War on Cancer Limited

9. The claim for untaken holiday in the termination year is upheld and the claimant is awarded **£403.08**.

(The claimant took 1 day in 2023 plus the New Year Bank Holiday. That left her pro rata entitlement as 2.62 days. The daily rate was £153.85 gross ie £40,000 divided by 260).

10. The claim for unpaid wages on 24 February 2023 is upheld and the claimant is awarded **£3,333.32** gross pay.
11. The claimant was constructively dismissed. She was entitled to one month's notice. The claim for notice pay is upheld and the claimant is awarded **£2,360.75** net pay.

Employment Judge Lewis

Date: 28th June 2023

Sent to the parties on:

.28/06/2023

For the Tribunals Office

Note

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.