



EMPLOYMENT TRIBUNALS

Claimant: Miss S Ayub

Respondent: Glam Rocks Ltd

UPON APPLICATION made by the Claimant by letter dated 9 January 2023 to reconsider the judgment under rule 71 Employment Tribunals Rules of Procedure 2013 dated 3 January 2023 and without a hearing.

JUDGMENT

The judgment is varied as follows:

1. By consent, the name of the Respondent is amended to Glam Rocks Ltd.
2. The complaint brought by the Claimant under section 23 Employment Rights Act 1996 is well-founded and a declaration is made to that effect.
3. The Respondent is ordered to pay to the Claimant the sum of **£3,438.26** being
 - a. £1,628.71 in respect of unpaid wages from 13 August 2021 – 7 September 2021 (135.5 hours @£12.02 per hour¹); and
 - b. £2,559.55 in respect of unpaid wages from 8 September 2021 – 11 October 2021 (177.5 hours @£14.42 per hour²); less
 - c. £750 paid by the Respondent to the Claimant on 11 October 2021.
4. In breach of Regulation 14(2) of the Working Time Regulations 1998, the Respondent failed to pay the Claimant a sum in lieu of holidays that they had accrued but not taken by the date on which the Claimant's employment terminated in the sum of as follows:

¹ Salary of £25,000 for 40 hour week

² Salary of £30,000 for 40 hour week

- a. 13 August 2021-7 September 2021 being 0.4 weeks' holiday pay @ £480.77 per week for which the Respondent is ordered to pay her the further sum of **£192.31**; and
 - b. 8 September 2021-11 October 2021 being 0.53 weeks' holiday pay @£576.92 for which the Respondent is ordered to pay her the further sum of **£305.77** in this regard.
5. The total sum that the Respondent is therefore ordered to pay the Claimant is **£3,936.34**
 6. The Claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of unpaid wages and unpaid holiday pay.

Employment Judge R Brace

Date 22 June 2023

JUDGMENT SENT TO THE PARTIES ON 23 June 2023

FOR THE TRIBUNAL OFFICE Mr N Roche