



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Green

**Respondent:** Upper Crust Café RB Limited

**Heard at:** Birmingham (by CVP)      **On:** 14 September 2023  
**Before:** Employment Judge Wright

## Representation

Claimant: in person

Respondent: Ms Boparai (Director of the respondent company)

# JUDGMENT

1. The claimant is entitled to notice pay in accordance with section 88 Employment Rights Act 1996. The respondent is ordered to pay the claimant the sum of £840.

2. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment in the sum £840.

3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's pay by failing to pay holiday outstanding upon termination of her employment that had accrued over the current holiday year. The respondent is ordered to pay the claimant the gross sum of £836.

The claimant is responsible for accounting to HMRC for any tax that may be due on the above awards.

Employment Judge **Wright**  
14/09/2023

### Note

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

### Public access to employment tribunal decisions

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.