



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Miss N Crawshaw**

v

**Mayfair Residential Care Home Ltd**

# PUBLIC HEARING

**Heard: BY CVP**

**On: 21 August 2023**

**Before:**

**Employment Judge JM Wade**

**Representation:**

**Claimant:**

**In person**

**Respondent:**

**Mr W Haines**

Introduction. This has been a final hearing by CVP after a hearing in May was unable to determine the claims and case management orders were instead made. By early this morning it was clear that the claimant's calculations were agreed by the respondent, save in respect of the correct holiday year and the impact of that on the calculation of holiday pay. The claimant accepted the holiday year beginning from 1 April and did not pursue a preparation time order, after I explained the basis on which that could be ordered. I also explained that interest did not arise until after judgment, unless in the deductions from wages complaints there was evidence of interest on loans having been paid by the claimant, as a result of late payment. That too was not pursued. I determined the correct employer of all claimants today, appearing as the respondent above.

## JUDGMENT

1. The claimant is entitled to a statutory redundancy payment and the respondent shall pay to her the sum of **£1242.40**.
2. The claimant's complaint of unlawful deduction from wages is upheld and the respondent shall pay to her the following gross sums:
  - 2.1. Holiday pay on the termination of employment: **£638.36**.
  - 2.2. Notice pay: **£1406.75**.
3. The total sum payable to the claimant is **£3288.01**

Employment Judge JM Wade

21 August 2023

Note: the reasons for the Judgment above were provided at the time. Any request for written reasons to be typed shall be made in writing, copied to all parties, and submitted within 14 days of the sending of this Judgment. Written reasons are published on the Tribunal's website shortly after they are made available to the parties.