



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs S Pawlowski

v

Mr O Chady

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 of holiday pay and notice pay were agreed by the second respondent, and the redundancy payment calculation was largely agreed save for the length of service. I determined that issue having heard oral evidence about the date on which the termination of employment took effect. I also determined which respondent was the liable employer on the basis of the documentary and oral evidence before me.

JUDGMENT

1. The claimant's complaints against the first respondent are dismissed, the second respondent being the employer at the time of redundancy.
2. The date on which termination of the claimant's employment took effect was 26 August 2022.
3. The claimant is entitled to a statutory redundancy payment and the second respondent shall pay to her the sum of **£5,505.15**.
4. The claimant's complaint of unlawful deduction from wages is upheld and the second respondent shall pay to her the following gross sums:
 - 4.1. Holiday pay on the termination of employment: **£494.01**
 - 4.2. Notice pay: **£2969.20**.
5. The total sum payable to the claimant is **£8968.36**.

Case Number: 1806043/2022

1806676/2022

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.