



EMPLOYMENT TRIBUNALS

Claimant: Laura Gwynn

Respondent: HCP Primary Ltd

Heard at: London South, by CVP **On:** 10 November 2023

Before: Employment Judge Rice-Birchall

Representation

Claimant: In person

Respondent: No attendance

JUDGMENT

1. The name of the respondent is changed to HCP Primary Ltd.
2. The claimant is not entitled to a redundancy payment. The claim is not well founded and is dismissed.
3. The complaint of breach of contract in relation to notice pay is well founded. The respondent shall pay the claimant £3400 as damages for breach of contract. The figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
4. The complaint in respect of holiday pay is well founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but untaken on the date the claimant's employment ended. The respondent shall pay the claimant the sum of £775.12. This is the net value to the claimant of the sum due.

Employment Judge Rice-Birchall

Date: 10 November 2023