



EMPLOYMENT TRIBUNALS

Claimant: Mrs S A Welborn

Respondent: Milton Keynes Family Mediation Limited

Heard at: By CVP from Norwich

On: 9 May 2024

Before: Employment Judge M Warren

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. Each of the payments below are subject to an uplift of 20% pursuant to s207A of the Trade Union & Labour Relations Act (Consolidation) Act 1992 because of the Respondent's failure to deal with her grievance.
2. The Claimant was dismissed by reason of redundancy and her claim for a redundancy payment succeeds. The Respondent shall pay the Claimant **£14076** (made of £11730 statutory redundancy pay – 30 x £391 - and a mark up of £2346).
3. The Claimant's claim in breach of contract for notice pay succeeds. The Respondent shall pay the Claimant **£5630** (made of 12 weeks gross pay at £391 per week in the sum of £4692 and a mark up of £938).
4. The Claimant's claim for unpaid accrued due holiday pay succeeds. The Respondent shall pay the Claimant **£1173** (up of 10 days £97.75 gross pay per day and £195.50 uplift).

5. The total amount payable under the terms of this Judgment, taxable in the hands of the Claimant, is **£20,879**.

Employment Judge M Warren

Date 9 May 2024

JUDGMENT SENT TO THE PARTIES ON

2/7/2024

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>