



EMPLOYMENT TRIBUNALS

Claimants: (1) Mrs D Gilby
(2) Mr L Gilby
(3) Miss K Lewis
(4) Ms N Crowley
(5) Miss A O'Neill
(6) Mrs H Coleman

Respondent: Equine Pets & Livestock Animal Care Ltd

Heard at: Cardiff (by CVP) **On:** 19 August 2024

Before: Employment Judge C Sharp
(sitting alone)

Representation:

Claimants: The First Claimant (supported by all the others)

Respondents: Not in attendance

JUDGMENT

The judgment of the Employment Judge sitting alone is that:

1. The claim for redundancy pay is well founded, and the Respondent is ordered to pay the following:
 - a) to the First Claimant - £17,682.50;
 - b) to the Second Claimant - £399.04;
 - c) to the Third Claimant – £4,499.40;
 - d) to the Fourth Claimant – £2,063.10;
 - e) to the Fifth Claimant – £16,061.65;
 - f) to the Sixth Claimant – £5,357.62.

2. The claim for unauthorised deductions from wages for the period between 1

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January 2024 to 11 January 2024 is well founded and the Respondent is ordered to pay the following (calculated gross):

- a) to the First Claimant - £1,356.19;
- b) to the Second Claimant - £357.00;
- c) to the Third Claimant – £708.18;
- d) to the Fourth Claimant – £310.50;
- e) to the Fifth Claimant – £843.81;
- f) to the Sixth Claimant – £492.00.

3. The claim for annual leave is not well founded and dismissed in respect of the First, Second, Fourth and Sixth Claimants.

4. The claim for annual leave is well founded in respect of the Third and Fifth Claimants and the Respondent is ordered to pay the following:

- a) Third Claimant - £899.88;
- b) Fifth Claimant - £2,215.40.

5. The claim for notice pay/breach of contract is well founded but no compensation is due in respect of the Third, Fourth and Sixth Claimants;

6. The claim for notice pay/breach of contract is well founded and the Respondent is ordered to pay the following (calculated gross):

- a) First Claimant – £20,500;
- b) Second Claimant – £866.25;
- c) Fifth Claimant - £5,948.73.

7. The Claimants are responsible for any tax or statutory deductions which may be due on the above awards.

Employment Judge C Sharp

Dated: 19 August 2024

JUDGMENT SENT TO THE PARTIES ON 27 August 2024

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

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/>