



EMPLOYMENT TRIBUNALS

Claimant: Ms T Payne

Respondent: Downs Property Solutions Ltd

Heard at: Midlands West ET via CVP **On:** 7 February 2025

Before: Employment Judge Boyle

Representation

Claimant: did not attend

Respondent: Melanie Wakefield and Hannah Wakefield Directors)

JUDGMENT

1. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£972**
2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The respondent shall pay the claimant **£432** as damages for breach of contract. This 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 one week's holidays accrued but not taken on the date the claimant's employment ended.
5. The respondent shall pay the claimant **£216**. The claimant is responsible for paying any tax or National Insurance.
6. The total compensation awarded to the claimant is **£1,620**.

Employment Judge Boyle

Date 7 February 2025