



EMPLOYMENT TRIBUNALS

Claimant: K Clarke

Respondent: G & L Milkshakes LLP

JUDGMENT

Employment Tribunal Procedure Rules 2024 – Rule 22

1. The respondent has stated that no part of the claim is contested. The Employment Judge has decided that a determination can properly be made on the claim in accordance with Rule 22 of the Procedure Rules.
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£924.66** (unpaid statutory maternity pay).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2,250.00** (£225 x 10 weeks' statutory notice). This 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 respondent has failed to pay the claimant's accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£985.50** (73 hours x £13.50 per hour).
5. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1800.00** ($4 \times 0.5 \times £225.00 + 6 \times 1 \times £225$).
6. Consequently, the respondent must pay the claimant the sum of **£5,960.16** in total.

Approved by:

Employment Judge Slater

Date: 30 May 2025

JUDGMENT SENT TO THE PARTIES ON

10 June 2025

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6004548/2025**

Name of case: **K Clarke** v **G & L Milkshakes LLP**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 10 June 2025

the calculation day in this case is: 11 June 2025

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office