



EMPLOYMENT TRIBUNALS

Claimant: Ms Thompson

Respondent: Wycliffe Hotel Limited

Heard at: Manchester (by CVP)

On: 21 August 2025

Before: Employment Judge Leach

REPRESENTATION:

Claimant: In person and Mr Thompson (father).

Respondent: Did not attend. Appearance not entered.

JUDGMENT

The judgment of the Tribunal is as follows:

Notice Pay

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant **£3334.40** 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.

Holiday Pay

3. 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 not taken on the date the claimant's employment ended.
4. The respondent shall pay the claimant **£98.36**. This is a gross amount. The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

5. The complaint that the respondent was in breach of contract by failing to pay the claimant a contractual redundancy payment is well-founded.
6. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£3334.40**.

Total amounts payable

The respondent is ORDERED to pay to the claimant a total of **£6767.16**.

**Approved by Employment Judge
Leach**

21 August 2025

Judgment sent to the parties on:

3 October 2025

For the Tribunal:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.



NOTICE
THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6020236/2024**

Name of case: **Ms K Thompson** v **Wycliffe Hotel Ltd**

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: 3 October 2025

the calculation day in this case is: 4 October 2025

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

For the Employment Tribunal Office