



EMPLOYMENT TRIBUNALS

Claimant: Deborah Robinson

Respondent: Terrence Andrew Limited trading as Terrence Andrew Hairdressing

Heard at: London East Hearing Centre

On: 28 May 2025

Before: Employment Judge Searley

Representation

Claimant: Unrepresented

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

1. The proper name of the Respondent is Terrence Andrew Limited trading as Terrence Andrew Hairdressing.

Notice Pay

2. The Respondent was in breach of contract by dismissing the Claimant without notice. The complaint of breach of contract in relation to notice pay is well-founded.
3. The Claimant's gross weekly pay when employed by the Respondent has been calculated as £137.28. This reflects the average weekly remuneration over a 12-week period.
4. The respondent shall pay the claimant **£1647.36** as damages for breach of contract for 12 weeks of the statutory notice period. 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

5. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or

16(1) of the Working Time Regulations 1998. Under the relevant agreement, the Claimant's holiday year ran from 1 January 2024.

6. The respondent shall pay the claimant **£337.70**. The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

7. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£3500.64** (calculated by reference to the date of redundancy (15 June 2024), the Claimant's age on that date (63), the Claimant's years of service on that date (17) and the Claimant's gross average weekly pay (£137.28).

**Approved by:
Employment Judge Searley
Dated: 27 May 2025**

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/