



# EMPLOYMENT TRIBUNALS

**Claimant:** Mx M Williams

**Respondent:** Cloud Sounds Limited

**Heard at:** East London Hearing Centre (by CVP)

**On:** 10 March 2025

**Before:** Regional Employment Judge Burgher

## Appearances

**For the Claimant:** In person

**For the Respondent:** Did not attend or respond

## JUDGMENT

- 1 The Claimant's claims for redundancy pay, unlawful deduction of wages, notice pay and accrued holiday pay against the Respondent succeed.
- 2 The Claimant worked for the Respondent for 5 full years and was 30 years old when dismissed.
- 3 Although damages are calculated on a net basis, since the Claimant will be liable for tax on the elements relating to pay, the gross figure is used in the calculation.
- 4 The Respondent is therefore ordered to pay the Claimant following sums:
  - 4.1 £2221.15 redundancy pay ( $5 \times £444.23$ ).
  - 4.2 £7700 in respect of unpaid wages for June to September 2024 inclusive ( $4 \times £1925.00$ ).
  - 4.3 £444.23 in respect of unpaid notice to 6 October 2024 (1 week outstanding).
  - 4.4 £310.96 in respect of 3.5 days accrued holiday pay ( $3.5 \times £88.85$ ).

4.5 £2.85 in respect of Lloyds Bank overdraft fees.

5 The Respondent is ordered to pay the Claimant the total sum of **£10,779.19**.

**Dated: 10 March 2025**  
**Approved by Regional Employment Judge Burgher**

**Note**

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**

All judgments (apart for judgments made under Rule 51) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decision](http://www.gov.uk/employment-tribunal-decision)s shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.