



# EMPLOYMENT TRIBUNALS

**Claimant:** S MacDonald

**Respondent:** Steamhouse Limited

**Heard at:** Manchester Employment Tribunal (by CVP)

**On:** 19 December 2025

**Before:** Employment Judge Dunlop

## Representation

**Claimant:** In person (audio only)

**Respondent:** Did not attend

# JUDGMENT

1. The claimant's claim for a redundancy payment was presented in time. The claimant is entitled to a redundancy payment of **£1,208.79** calculated as follows:

$11$  (complete years of service)  $\times$   $1.5$   $\times$   $\pounds 73.26 = \pounds 1,208.79$ .

NB the claimant worked for 6 hours per week at minimum wage rate of  $\pounds 12.21$ /hour. She was 65 at the time of her dismissal.

2. The claimant's complaint in respect of arrears of pay was not presented within the primary time limit, but it was not reasonably practicable for the claimant to present it within that limit, and it was presented within a reasonable time thereafter. Therefore it is in time. The claimant is entitled to four weeks' arrears of pay totaling **£293.04** gross.
3. The claimant's claim form did not include a claim for notice pay, but the claimant was permitted to amend her claim to include such a claim. The claimant is entitled to 11 weeks' notice pay totaling **£805.86** gross.
4. The claimant gave no evidence about the claim for accrued unpaid holiday mentioned in the claim form. That claim is dismissed.

Approved by Employment Judge Dunlop

Date: 19 December 2025

SENT TO THE PARTIES ON

11 February 2026

FOR EMPLOYMENT TRIBUNALS

**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.

**Public access to employment tribunal decisions**

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

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6020408/2024**

Name of case: **S MacDonald** v **Steamhouse Limited**

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: 11 February 2026

**the calculation day** in this case is: 12 February 2026

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

For the Employment Tribunal Office