



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Spencer

Respondent: The Baytree Welshpool Ltd.

HELD AT: Welshpool **on:** 9th February 2026

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: a Litigant in person accompanied by her husband.

Respondent: Absent – no Response entered

JUDGMENT

The judgment of the Tribunal is that the Claimant's following claims are well-founded and succeed, and the Respondent shall pay to the Claimant £12,183.53 (subject to tax and National Insurance where indicated):

1. The Claimant was Unfairly Dismissed by the Respondent by reason of Redundancy on 20 June 2025;
2. The Claimant is entitled to a Redundancy Payment of £6,127.62;
3. The Respondent breached the Claimant's contract of employment in relation to notice of termination, and the Claimant (who had been employed for 11 complete years at the time) is entitled to an award of 11 weeks' pay at an average weekly wage of £395.33, that is £4,348.63 (subject to the usual statutory deductions);
4. The Respondent made unauthorised deductions from the Claimant's wages, being two weeks' sick pay totalling £237.50 (subject to the usual statutory deductions);

5. The Respondent failed to pay to the Claimant holiday pay due as at termination of employment, 55.62 hours at £12.21 per hour, namely £679.12 (subject to the usual statutory deductions);
6. The Respondent failed to provide the Claimant with written employment particulars and shall pay to the Claimant two weeks' wages at the average rate of £395.33 per week, that is £790.66.

Approved by Employment Judge T V Ryan

Date: 09.02.26

JUDGMENT SENT TO THE PARTIES ON

23 February 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.