



EMPLOYMENT TRIBUNALS

Claimant: Mrs H Cohen

Respondent: Khan Mather Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2024, Rule 22

The respondent not having presented a response to the claim, and on the information before the Judge,

The judgment of the Tribunal is that:

1. The claimant's complaint under section 163 of the Employment Rights Act 1996 of a failure by the respondent to pay a redundancy payment is well-founded.
2. The Tribunal orders the respondent to pay to the claimant a redundancy payment of **£2753.52**.
3. The claimant's complaint for breach of contract because of the respondent's failure to provide the statutory notice period in accordance with section 86 of the Employment Rights Act 1996 is well-founded.
4. The Tribunal orders the respondent to pay the claimant **£2065.14**.
5. The claimant's complaint for non payment of accrued annual leave on termination of employment in accordance with regulation 14 of the Working Time Regulations 1998 is well founded.
6. The Tribunal order the respondent to pay the claimant **£68.84**.

REASONS

1. The claimant was employed by the respondent, a solicitors practice, as a solicitor from 3 September 2019 until 2 December 2025.
2. The claimant's date of birth is 7 April 1980.

3. The claimant worked 20 hours per week. The claimant's gross monthly pay was £1493.50. The claimant's gross weekly pay was £344.19. The claimant's gross daily pay was £68.84.

4. The claimant was told on 2 December 2025 that the respondent was closing down with immediate effect. The respondent is still an active company on the Companies House register.

5. The claimant worked for the respondent for 6 complete years between the ages of 39-45.

6. On termination of employment the claimant had 1 day of accrued annual leave.

7. The amount of the redundancy payment in accordance with section 162 of the Employment Rights Act is £2753.52 ($£344.19 \times 1 \times 2 + £344.19 \times 1.5 \times 4$).

8. The amount of notice pay in accordance with section 86 of the Employment Rights Act 1996 is £2065.14 ($6 \times £344.19$).

9. The amount of the payment for accrued annual leave on termination of employment in accordance with regulation 14 of the Working Time Regulations 1998 is £68.84 ($1 \times £68.84$).

Approved by:
Employment Judge Ainscough

Date: 17 June 2026

JUDGMENT SENT TO THE PARTIES ON

5 August 2026

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

Judgments 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: **6001840/2026**

Name of case: **Mrs H Cohen** v **Khan Mather 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: 5 August 2026

the calculation day in this case is: 6 August 2026

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

Paul Guilfoyle
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:

www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.