



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Ms R Bugum

London Meridian College Limited

Held at: Watford

On: 13 June 2017

Before: Employment Judge Smail

Appearances

Claimant: No appearance

Respondent: No appearance

JUDGMENT

Whereas the Claimant's date of birth is 2 October 1968, her length of service was between 1 July 2013 and 10 January 2017. Her working hours were 3 hours per day and 5 days per week at minimum wage. Her gross and net daily wage was £22.50. Her gross and net weekly wage was £112.50.

1. The Claimant is owed £337.50 for breach of contract in the form of unpaid notice pay. Her length of service was over 3 years and she received no statutory redundancy notice period, entitling her to 3 weeks' payment in lieu of notice at the rate of £112.50 per week. $3 \times £112.50 = £337.50$.

2. The Claimant is owed £506.25 for redundancy payment. Her length of service was over 3 years and she was 48 years old on the date she was made redundant, entitling her to 4.5 weeks pay at the rate of £112.50 per week. $4.5 \times £112.50 = £506.25$.

3. The Claimant is owed £155.25 for accrued but untaken holiday pay. She is entitled to 5.6 weeks paid holiday per year. This is equivalent to 28 days holiday per year. Since the employment end date was part way through a year, the entitlement for the last statutory leave year is adjusted to 2.98 weeks paid holiday. This is equivalent to 14.9 days paid holiday. She uses 8 days of paid

holiday during the last statutory leave year and is therefore entitled to $14.9 - 8 = 6.9$ days of untaken holiday pay at the rate of £22.50 per day. $6.9 \times £22.50 = £155.25$.

5. The claimant may recover £390.00 Tribunal fees from the Ministry of Justice.

6. The Respondent must pay the Claimant the total sum of £999.

Employment Judge Smail
Date: 12 September 2017

South East Region

Judgment sent to the parties on
