



Claimant: Mr N Hughes
Miss R Phyllips

Respondent: Ria Sports Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The respondents not having presented a response with grounds of resistance to the claims and on the information before the Judge, the Judgment of the Tribunal is that:

1. The employer of both claimants was the respondent, Ria Sports Ltd.
2. Mr Hughes was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,016.00 (representing 2 years' service when aged over 22 years at the statutory maximum week's pay of £508.00).
3. Mr Hughes was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to him in the net sum of £1946.03 (1 month's net pay of £2207.34 less credit for £261.31 earnings received).
4. The respondent has failed to pay Mr Hughes' holiday entitlement and is ordered to pay him the gross sum of £1211.54.
5. Miss Phyllips was dismissed by reason of redundancy and is entitled to a redundancy payment of £865.38 (representing 2 years' service when aged over 22 years at her weekly pay of £432.69).
6. Miss Phyllips was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to her in the net sum of £595.47 (1 month's net pay of £1485.47 less credit for 3 weeks' net pay at £300.00 net per week in new employment).
7. The respondent has failed to pay Miss Phyllips' holiday entitlement and is ordered to pay her the gross sum of £1211.54.

8. The hearing listed on 11 October 2018 is cancelled.

Regional Employment Judge Parkin

Date: 14 September 2018

JUDGMENT SENT TO THE PARTIES ON

25 September 2018

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

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NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2413512/2018 & 2413513/2118**

Name of case(s): **Mr N Hughes** v **Ria Sports Ltd**
Miss R Phyllips

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **25 September 2018**

"the calculation day" is: **26 September 2018**

"the stipulated rate of interest" is: **8%**

MRS L WHITE
For the Employment Tribunal Office

Case No: 2413512/18
2413513/18