



EMPLOYMENT TRIBUNALS

Claimant: Ms M Pincher

The Respondents: Mr T Long and Miss S Smith trading as Crowning Glory Hair Design

Heard at: Birmingham Employment Tribunal

On: 17 February 2020

Before: Employment Judge Cookson

Representation

Claimant: Dr Emms

Respondent: Mr Long

JUDGMENT

1. It is in the interests of justice to join Mr Long and Miss Smith to these proceedings which had previously named only Crowning Glory Hair Design which is a trading name only.
2. The claimants' claims for statutory redundancy pay, damages for breach of contract and for unpaid holiday pay are well founded and the respondents are ordered to pay to the claimant the following sums:
 - a. In respect of her entitlement to a statutory redundancy payment under s 135 of the Employment Rights Act 1996, £3400.08; and
 - b. In respect of her entitlement to 12 weeks' notice under s 86 of the Employment Rights Act 1996, £1700.04; and
 - c. In respect of her unpaid holiday entitlement under the Working Time Regulations 1998, £1586.70.
3. In addition because these proceedings relate to jurisdictions listed under Schedule 5 of the Employment Act 2002, an award has been made to the claimant, and when proceedings were begun the respondents were in breach of their duty to the claimant under section 1(1) and 4(1) of the Employment Rights Act 1996, in accordance with s38(3)(b) of the Employment Act 2002,

the award must be increased by 2 week's pay, being an award of a further £283.34.

Employment Judge Cookson

Date 27 February 2020