



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Hare

Respondent: Coolertech Ltd

Heard by video

On: 1 November 2022

Before: Employment Judge Corrigan

Appearances

For the claimant: Ms A Hashmi, Counsel

For the respondent: No appearance, no response entered

JUDGMENT

1. The claimant was unfairly dismissed by the respondent. No separate award is made.
2. The claimant was entitled to a redundancy payment and the respondent is ordered to pay £8,461.64 to the claimant.
3. The claimant was wrongfully dismissed without notice and is awarded notice pay of £3,955.08.
4. The claimant's claim of unlawful deduction of wages is well-founded and the respondent is ordered to pay the amount of £5084.60 (subject to deductions for tax and National Insurance).
5. The above figure consists of:
 - 5.1 Furlough payments for January and February 2021 of £2666.70;
 - 5.2 10% employer contribution to furlough for July 2021 of £166.67;
 - 5.3 20% employer contribution to furlough for August – September 2021 of £666.68;

- 5.4 an additional 20% for 33 days of annual leave for the period up to 30 April 2021 which should have been paid at 100% (not 80%), amounting to £507.67;
- 5.5 pay from 1-19 October 2021 of £1076.88.
6. The claimant's claim for accrued holiday pay is well-founded and the claimant is awarded £923.04 to be paid by the respondent to the claimant, which is the sum due for annual leave accrued but not taken at the date of termination. This is subject to deductions for tax and National Insurance.
7. The total to be paid to the claimant by the respondent is £18,424.36, subject to tax and National Insurance payments as set out above.

Employment Judge Corrigan
London South
01 November 2022
Sent to the parties on:

Notes:

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 or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal Judgments

All judgments and written reasons for the judgments (if requested) are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.