



# EMPLOYMENT TRIBUNALS

**Claimants:** Mrs J Nicholls (1)  
Mrs S Wootton (2)  
Mrs L Phillips (3)

**Respondents:** A L Patel Ltd (1)  
Mrs LK Prajapati (2)

**Heard at:** Midlands West (by CVP)

**On:** 10 January 2023

**Before:** Employment Judge Woffenden

## Representation

Claimants: Mr T Nicholls, lay representative

Respondents: Did Not Attend and Was Not Represented

# JUDGMENT

1 The respondents failed to attend or be represented at the Hearing. The Tribunal considered the information in its possession and decided to proceed in their absence.

2 The claimants' claims against the second respondent fail and are dismissed.

3 The claimants' claims for holiday pay for annual leave accrued but not taken as at the date of dismissal are dismissed on withdrawal by the claimants.

4 The claimants were dismissed in breach of contract in respect of notice and the first respondent is ordered to pay damages as follows:

Mrs J Nicholls in the sum of £1911.25 (11 x £173.75)

Mrs S Wootton in the sum of £1617.11 ( 11 x £ 147.01 )

Mrs L Phillips in the sum of £534.60 (4 x £133.65)

5 The claimants were dismissed by reason of redundancy and are entitled to a redundancy payment from the first respondent as follows:

Mrs J Nicholls in the sum of £2866.87

Mrs S Wootton in the sum of £2425.66

Mrs L Phillips in the sum of £1002.37.

6 The tribunal makes an award of an amount equal to 2 weeks' pay to be paid to the claimants by the first respondent under section 38 (2) Employment Act 2002 as follows:

Mrs J Nicholls in the sum of £347.50

Mrs S Wootton in the sum of £294.02

Mrs L Phillips in the sum of £ 267.30.

Employment Judge Woffenden

Date 10/01/2023