



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Tomczyk

Respondent: Heritage Cashmere Limited

Heard at: Leeds via CVP

On: 4th February 2022

Before: Employment Judge Moxon

Representation

Claimant: Attended and represented by Mr T Tomczyk

Respondent: Did not attend and not represented

JUDGMENT

Redundancy

1. The Claimant was dismissed by reason of redundancy and is entitled to redundancy pay.
2. The Respondent shall pay the Claimant the sum of £3,384.66 redundancy payment. That has been calculated as follows:

Gross weekly wage = £356.28

The Claimant was aged 41 and had completed 9 years of service on the effective date of termination

Accordingly, the appropriate multiplier is 9.5 which when applied to the multiplicand of £356.28 gives a redundancy entitlement of **£3,384.66**.

Breach of contract

3. The Respondent was in breach of contract by wrongfully dismissing the Claimant without notice in circumstances in which she was entitled to nine weeks' notice.

4. The Respondent shall pay the claimant the sum of £356.28, being the sum owed for breach of contract. That has been calculated as follows:

Damages for wrongful dismissal (9 weeks' notice x £356.28) = £3,206.52

The Claimant shall give credit as follows:

Monies paid by the Respondent to the Claimant = £408.81

Monies earned from alternative employment = £2,000

= £797.71

5. The claim for unpaid holiday pay is dismissed.
6. The total sum of **£4,182.37** shall be paid by the Respondent to the Claimant on or before 19th February 2022.

Employment Judge **Moxon**

Date: 4th February 2022