



EMPLOYMENT TRIBUNALS

Claimant
Ellie Hackney

v

Respondent
L & D Childcare Limited

JUDGMENT

Employment Tribunal Rules of Procedure 2013 – Rule 21

The respondent not having entered a response judgment is entered for the claimant as follows

1. The claimant was entitled to but was not paid for holidays from January 2020.
2. The reference period for calculation of a 'week's pay' changed on 6 April 2020 from a 12 week reference period to 52 weeks (or such lesser period that the employer had data for)
3. The claimant's entitlement to holiday pay is therefore calculated as follows:

Pre April 2020 – average of 12 weeks pay.

Salary from January to March 2020 totalled £2945.14/12 = £245.42
average a week

Post April 2020 – the claimant's earnings were £11614.11/40 weeks =
£290.35 average.

Holiday entitlement

Pre April 2020 – 1.5 weeks @ £245.42 = £368.13

Post April 2020 – 5 weeks @ £290.35 = £1451.75

Total award to claimant **£1819.88**

Employment Judge Laidler

Date: 10 January 2022

Sent to the parties on:.

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For the Tribunal Office