



EMPLOYMENT TRIBUNALS

Claimants: Ms E Medina (1) and Ms R Beltre (2)

Respondent: Four Kitchens Ltd

Heard at: London Central by video (CVP) **On:** 25 September 2023

Before: Employment Judge A-M Boyle (sitting alone)

Appearances:

For the Claimant: Bethany Birdsall (Law Centre Representative)

For the Respondent: Did not appear

JUDGMENT

The correct name for the Respondent is Four Kitchens Ltd. Mr Jan Van Deeden is removed as a Respondent in these proceedings.

The Tribunal orders the Respondent to pay £6,199.20 (**gross**) to the First Claimant less any tax and NI due on this sum, for which it should account to HMRC.

The Tribunal orders the Respondent to pay £4,403.35 (**gross**) to the Second Claimant less any tax and NI due on this sum, for which it should account to HMRC.

REASONS

- (1) The First Claimant was employed by the Respondent as its Head Chef between 24 October 2022 and 14 April 2023.
- (2) She worked on average 50 hours per week at an hourly rate of £14.00 per hour and entitled to 28 days holiday each year.
- (3) At the time the Claimant left, the Respondent owed her salary pay from 26 February to 14 April 2023 (7 weeks). This equated to £3,500.

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- (4) I calculated that the Claimant had 82.8 hours holiday remaining on termination of her employment and should have been paid £1,299.20 in lieu of this accrued but untaken holiday entitlement.
- (5) The First Claimant was entitled to a period of notice of 2 weeks being the sum of £1,400.
- (6) The Second Claimant was employed by the Respondent as kitchen assistant between 1 August 2022 to 14 April 2023.
- (7) She worked on average 46.2 hours per week and was paid an hourly rate of £11.50 per hour and entitled to 28 days holiday each year.
- (8) At the time the Claimant left, the Respondent owed her salary pay for 51 hours in January 2023 and from 27 February to 14 April 2023. This equated to £2,656.50 gross.
- (9) I calculated that the Claimant had 59.5 hours holiday remaining on termination of her employment and should have been paid £ 684.25 in lieu of this accrued but untaken holiday entitlement.
- (10) The Second Claimant was entitled to a period of notice of 2 weeks being the sum of £1,062.60.

**Employment Judge A-M Boyle
25 September 2023**

Sent to the parties on:

25/09/2023

For the Tribunals Office