



EMPLOYMENT TRIBUNALS

BETWEEN

Claimants

C1 - Ms E Mitchell
C2 – Ms J Deane
C3 – Ms A Dowgiallo
C4 – Ms C Neison

and

Respondent

Ms Wendy Chattey

Hearing held at Reading on: 27 July 2017

Appearances:

For the Claimants:

Ms E Mitchell (C1)

For the Respondent:

Mr J Bryan, counsel

Employment Judge:

Mr SG Vowles (sitting alone)

JUDGMENT

Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties and determined as follows.

Notice Pay / Holiday / Maternity Pay

2. These claims were withdrawn at the start of hearing and they are dismissed.

Redundancy Payment - section 135 Employment Rights Act 1996

3. The Claimants were not dismissed by reason of redundancy, or otherwise, and are not entitled to Redundancy Payments. These claims fail and are dismissed.

Application for Costs Order – rule 76 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

4. The Respondent's application for a Costs Order was refused.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

5. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Employment Judge Vowles

Date: ...27 July ... 2017

Sent to the parties on:

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For the Tribunals Office