



EMPLOYMENT TRIBUNALS

Claimants: (1) Mrs Rachael Gill
(2) Miss Heather Lott
(3) Mrs Rachael Gill

Respondent: Mrs Jacqueline Tracey O'Boyle (trading as Salon 32)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

Claim Number 2501743/2017: the first claimant – Mrs Rachael Gill

1. The first claimant was dismissed by the respondent by reason of redundancy and is entitled to a redundancy payment of **£1631.25p** (5 x 1.5 x £217.50p gross per week) and the respondent is ordered to pay that sum to the first claimant.
2. The claim for breach of contract (notice pay) advanced by the first claimant is well-founded and the respondent is ordered to pay to the first claimant the sum of **£736.94p** (5x £210.24 net per week less £314.26 net earnings in the said period of 5 weeks) as damages for breach of contract.
3. The claim of unpaid wages advanced by the first claimant is dismissed on withdrawal.
4. The total sum due to the first claimant from the respondent of **£2368.19** is payable forthwith.
5. All claims advanced by the first claimant under file reference 2501745/2017 (included in the claim numbered 2501744/2017 advanced by the second claimant) are dismissed on withdrawal by the first claimant.

Claim Number 2501744/2017: the second claimant - Ms Heather Lott

1. The second claimant was dismissed by the respondent by reason of redundancy and is entitled to a redundancy payment of **£450.00p** (5 x £90.00p gross per week) and the respondent is ordered to pay that sum to the second claimant.
2. The claim for breach of contract (notice pay) advanced by the second claimant is well-founded and the respondent is ordered to pay to the second claimant the sum of **£450.00p** (5x £90.00 net per week) as damages for breach of contract.
3. The respondent has made an unauthorised deduction from the wages of the second claimant and the respondent is ordered to pay **£180.00p** unpaid wages and **£495.00** unpaid holiday pay to the second claimant.
4. The total sum due to the second claimant from the respondent of **£1575.00p** is payable forthwith.
5. All other claims advanced by the second claimant are dismissed on withdrawal.

Employment Judge A M Buchanan

Date: 13 March 2018