



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Renee Lowe

**Respondent:** C & A Cerdyn Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

The respondent having confirmed the claimant's claims are not defended, in accordance with Rule 21 of the Employment Tribunals Rules of Procedure 2013 judgment in favour of the claimant is made as follows:

1. Breach of Contract Claim:

- a. The claimant's claim of breach of contract relating to unpaid notice pay is well-founded and succeeds. The respondent is ordered to pay to the claimant the sum of **£4,902.54** by way of compensation for breach of contract.
- b. This compensation represents 5 weeks' gross notice pay at the rate of £82.10 per week.

2. Redundancy Payment Claim:

- a. The claimant's claim for a statutory redundancy payment is well-founded and succeeds. The respondent is ordered to pay the claimant the sum of **£615.75** as a redundancy payment.
- b. The claimant's redundancy payment was calculated applying the statutory formula, using the following information:
  - 5 years continuous service as at the date of dismissal;
  - All service over the age of 41; and
  - gross weekly pay at the date of dismissal of £82.10.

3. Holiday Pay Claim:

- a. The claimant's claim that she is owed pay for accrued and untaken annual leave as at the date of termination of her employment is well founded and succeeds. The respondent is ordered to pay to the claimant the sum of **£41.10** representing unpaid holiday pay.
- b. This holiday pay entitlement represents 5 hours outstanding accrued and untaken holiday, and gross pay of £8.21 per hour.

Employment Judge Buzzard

Date: 21 January 2020

JUDGMENT SENT TO THE PARTIES ON

24 January 2020

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2411082/2019**

Name of case: **Mrs R Lowe** v **C & A Cerdyn Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **24 January 2020**

"the calculation day" is: **25 January 2020**

"the stipulated rate of interest" is: **8%**

Mr S Harlow  
For the Employment Tribunal Office