



EMPLOYMENT TRIBUNALS

Claimants

and

Respondent

- (1) Mrs G Dainauskiene
- (2) Ms G Mickeviciute
- (3) Mr H Lisani

Ashleigh Rose Studios Limited

The time for presenting a response having expired and no response having been presented, Employment Judge Manley makes the following

JUDGMENT LIABILITY AND REMEDY

1. The complaints of redundancy pay, notice pay, holiday pay, unpaid wages and failure to provide written employment terms as set out in the claim form are declared to be well-founded.
2. The respondent is ordered to pay the following sums to each claimant (gross pay £325 per week):

Mrs G Dainauskiene (net pay £280)

| | | |
|--------------|--|-----------------|
| 1 | Notice pay (6 x £280 - £1100 earned in period) | £580 |
| 2 | Holiday pay (£56 per day x 15.3) | £856.80 |
| 3 | Unpaid wages (various dates Jan to Nov 16) | £2484 |
| 4 | Redundancy pay (1.5x £325 x 6) | £2925 |
| 5 | Failure to provide written terms (4x £325) | £1300 |
| Total | | £8145.80 |

Ms G Mickeviciute (net pay £280)

| | | |
|--------------|--|-----------------|
| 1 | Notice pay (6 x £280) | £1680 |
| 2 | Holiday pay (£56 per day x 15.3) | £856.80 |
| 3 | Unpaid wages (various dates Jan to Nov 16) | £3508.29 |
| 4 | Redundancy pay (6 x 1 x £325) | £1950 |
| 5 | Failure to provide written terms (4x£325) | £1300 |
| Total | | £9295.09 |

Mr H Lasani (net pay £283)

| | | |
|--------------|---|-------------------|
| 1 | Notice pay (12 x £283 - £660.54 earned in period) | £2735.46 |
| 2 | Unpaid wages (November 2016) | £672 |
| 4 | Redundancy pay (16 x 1.5 x £325) | £7800 |
| 5 | Failure to provide written terms (4x£325) | £1300 |
| Total | | £12,507.46 |

Dated

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Employment Judge Manley, Watford
Date: 6 July 2017

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Judgment sent to the parties on
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For Secretary of the Tribunals