



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Beeby

**Respondent:** Robinson & Co. Developments Limited

**Heard at:** Nottingham via Cloud Video Platform   **On:** 1 February 2021

**Before:** Employment Judge Brewer

## Representation

**Claimant:** Ms A Hickson (mother)

**Respondent:** No appearance

## JUDGMENT

1. The claimant's claim for a statutory redundancy payment succeeds.
2. The claimant's claim for unpaid holiday pay succeeds.
3. The respondent shall pay to the claimant the sum of £1,600.00 in respect of statutory redundancy pay. The claimant's gross pay was £400.00 per week, he was 26 years old and he had 4 complete years continuous service at the effective date of termination of his employment (31 August 2020) (EDT).
4. The respondent's holiday year was 1 January – 31 December. At the EDT the claimant had taken no holiday and 8 full months of the holiday year had passed. The claimant had therefore accrued 19 days holiday (see regulations 13 and 13A, Working Time Regulations 1998) at a daily rate of £65.73. The claimant is therefore entitled to, and the respondent shall pay to him, the sum of £1,248.84 in respect of accrued untaken holiday pay.

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Employment Judge Brewer

Date: 1 February 2021

### **Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.