



# EMPLOYMENT TRIBUNALS

**Claimant:** (1) Mrs. P Jowett (1402904/2019)  
(2) Mrs. J Knight (1402905/2019)  
**Respondent:** Protect You Limited  
**Heard at:** Southampton **On:** Wednesday, July 28, 2021  
Employment Tribunal (By  
CVP)  
**Before:** Employment Judge Mr. M. Salter  
**Representation:**  
**Claimants:** In person and unrepresented.  
**Respondent:** Mr. Fry, payroll advisor.

## JUDGMENT

1. It is the judgment of the tribunal that both Claimants were unfairly dismissed.
2. The Claimants did not receive properly calculated Redundancy payments or Notice pay payments.
3. The Respondent shall pay to Mrs Knight £13,389.86 made up of:
  - £1,300.56 for the shortfall in her notice pay and Redundancy payment; and
  - £12,089.30 Compensatory Award (including £400 for loss of statutory rights).
4. The Respondent shall pay to Mrs Jowett £3,676.11 made up of:
  - £3,276.11 for the shortfall in her notice pay and redundancy payment; and
  - £400.00 Compensatory Award (not including any sum for loss of statutory rights).

**Employment Judge Salter**  
**Date: 28 July 2021**

Sent to the Parties: 05 August 2021

FOR THE TRIBUNAL OFFICE

### Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.