



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Kiciuk

**Respondent:** Munchkins Restaurants Limited

**Heard at:** London Central (via CVP)

**On:** 2 February 2022

**Before:** Employment Judge S Connolly

## Representation

For the claimant: Ms Tokoreva (Daughter of Claimant)

For the respondent: Mr Moss (Son of owner of Respondent)

# JUDGMENT

The Judgement of the Tribunal is as follows:

1. The Claimant was unfairly dismissed by the Respondent by reason of redundancy with effect from 3 September 2021.
2. The Respondent is ordered to pay a statutory redundancy payment to the Claimant of £10,125. This is based on the following calculation: Age: 58 years; Service: 15 years; Weekly Wage: £450.
3. The Claimant's wrongful dismissal claim is well founded as she was dismissed without notice. The Respondent is ordered to pay the Claimant the sum of £5,400 being the equivalent of 12 weeks' notice as damages for that breach.
4. The Claimant's holiday pay claim is well founded. The claim is limited to a 2 year period pursuant to section 23(4B) of the Employment Rights Act 1996. The Respondent is ordered to pay the Claimant the sum of £5,040 in relation to 11.2 weeks (5.6 weeks per annum) accrued but untaken holiday. The Respondent is entitled to make deductions for tax and National Insurance from this sum
5. The Claimant may apply to request a remedy hearing in relation to further remedy for unfair dismissal.
6. This judgment has been issued following the Tribunal's letter to the

**Case No: 2207097/2021**

Claimant dated 21 April 2022 to which no response has been received. Should the Claimant wish to apply for reconsideration in relation to any additional claims, she should write to the Tribunal within 14 days.

7. The hearing listed for 5 and 6 July 2022 will now not take place.

Employment Judge S Connolly

Date \_\_\_\_\_ 23 June 2022 \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

23/06/2022..

FOR THE TRIBUNAL OFFICE

Notes

Written reasons for this decision will not be provided 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.