



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

1. Mr J Greenwood
2. Mrs J Greenwood

Rockstone Public House LTD

Judgment

Heard at: Southampton

On: 20 and 21 July 2020

Before: Employment Judge Rayner

Appearances

For the Claimant: Mr and Mrs Greenwood in person

For the Respondent: Mr R Pringle, Director.

1. This has been an in-person hearing.
2. The claimants' claims for breach of contract succeeds. Each claimant is entitled to payment of the sum of £24,000.00 as a severance and/or redundancy payment by the respondents.
3. No order is made for payment of separate sums in respect of statutory notice pay or statutory redundancy pay because the severance pay was a payment which included any entitlement to statutory or contractual redundancy pay and statutory or contractual notice pay and any outstanding holiday pay.
4. For the avoidance of doubt, the amounts Mr and Mrs Greenwood would be entitled to as statutory notice and statutory redundancy pay, had there been no breach of contract, are as follows:
 - a. Mr Greenwood was entitled to a statutory redundancy payment of £2769.24. (calculated 8 weeks x 1.5 x £230.77 gross weekly pay).
 - b. Mrs Greenwood was entitled to a statutory redundancy payment of £2769.24 (calculated as 8 weeks x 1.5 x £230.77 gross weekly pay.)
 - c. Mr Greenwood was entitled to 7 weeks statutory notice pay calculated on net pay of £807.73. (7 weeks x net pay of £115.39).
 - d. Mrs Greenwood is entitled to 7 weeks statutory notice pay of £1291.99. (calculated 7 weeks x £184.57 net weekly pay).
5. The respondent will now pay Mr Greenwood the sum of £24,000.00 as damages for breach of contract.

6. The respondent will now pay Mrs Greenwood the sum of £24,000.00 as damages for breach of contract.
7. The remaining claims for holiday pay and unpaid wages are dismissed.

Employment Judge Rayner

Southampton

Dated 21 July 2020

Note: online publication of judgments and reasons

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<https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness