



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Zaharova

**Respondent:** Panache Fashion House Limited  
(in creditors' voluntary liquidation)

**Heard at:** Leicester, via CVP

**On:** 31 August 2022

**Before:** Employment Judge Smith sitting alone

## Appearances

**For the Claimant:** In person

**For the Respondent:** No attendance

## RULE 21 JUDGMENT

Made pursuant to the Employment Tribunal Rules of Procedure 2013

1. It was reasonably practicable for the Claimant to have presented her claim for compensation for accrued but untaken annual leave (holiday pay) before the end of the relevant statutory time period. Accordingly, the Tribunal has no jurisdiction to determine that claim and it is therefore dismissed.
2. The Claimant was entitled to a statutory redundancy payment as at the relevant date of 30 September 2021. The Respondent is ordered to pay to the Claimant a statutory redundancy payment in the sum of **£884.80**.
3. The Claimant's application to amend her claim form to include a claim for notice pay is allowed.
4. The Claimant's claim for notice pay succeeds. The Respondent is ordered to pay to the Claimant damages for breach of contract assessed in the net sum of **£724**.

\_\_\_\_\_  
Employment Judge Smith

Date: 31 August 2022

JUDGMENT SENT TO THE  
PARTIES ON

.....  
AND ENTERED IN THE REGISTER

.....  
FOR SECRETARY OF THE  
TRIBUNALS

**Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being set to the parties.**

▪