



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Connell

**Respondent:** Ian Ricketts T/a Pulp Faction

**Before:** Watford Employment Tribunal

**Heard:** Regional Employment Judge Byrne

**Date:** 19 December 2017

**Representation:**  
**Claimant:** Ms C Gallwey (Claimants Partner)  
**Respondent:** Response not presented

## JUDGMENT

1. The claim under s.23 of the Employment Rights Act 1996 for unpaid wages succeeds and the respondent is ordered to pay the claimant to sum of £1593.33.
2. The respondent is ordered to pay to the claimant the sum of £105.48. Applying the provisions of s.24 (2) of the Employment Rights Act 1996, that sum is appropriate in all the circumstances to compensate the claimant for the financial loss he has suffered in attending the hearing.
3. Having heard evidence from the claimant I apply the statutory presumption of redundancy under the provisions of s.163 (2) of the Employment Rights Act 1996, and declare that the claimant was redundant with effect from 08 March 2017. He commenced working for the predecessor to the respondent on 18 April 2004 and had continuity of employment until 08 March 2017 when his employment ceased on being made redundant. He is entitled to a statutory redundancy payment, calculated on his gross weekly pay of £461.54 for the first full year of employment and for the remaining 11 years at 1.5 of his gross weekly salary of £461.54 multiplied by 11, a further £7615.41. His entitlement to a redundancy payment is the total of those two figures namely the sum of £8076.95.

Regional Employment Judge Byrne

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Date:10 January 2018

Judgment sent to the parties on:

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For the Tribunal Office