



EMPLOYMENT TRIBUNALS

Claimant: Miss Claire Summers

Respondent: Property Mail (Wales) Limited

Heard at: Cardiff **On:** 9 November 2022

Before: Employment Judge R L Brace

Representation:

Claimant: In person

Respondent: Did not attend

UPON a reconsideration of the oral judgment dated 9 November 2022 on the Tribunal's own initiative under rule 73 of the Employment Tribunals Rules of Procedure 2013, and without a hearing

JUDGMENT

1. The Claimant was dismissed by reason of redundancy on 30 November 2021. She is therefore entitled to a statutory redundancy payment, calculated at 14 years x 1 x week's gross pay of £544 (gross weekly pay of £557.69 capped at £544 by reason of Employment Rights (Increase of Limits) Order 2021) i.e.£7,616.00.
2. The total amount the Respondent must pay to the Claimant is therefore **£7,616.00**.

Written Reasons

1. The Claimant was employed by the Respondent when her employment terminated on 30 November 2021 following cessation of trading. She was dismissed by reason of redundancy.

2. She was 37 years' old at date of termination of employment.
3. I was satisfied on balance of probabilities that the Claimant had continuity of employment since 6 January 2007, the Claimant's employment having transferred to the Respondent at some point in 2014 by reason of the Transfer of Undertakings (Protection of Employment) 2006.
4. She earned a gross weekly salary of £557.69 per week and has not received a redundancy payment following the termination of her employment from the Respondent.
5. Oral judgment was given for a redundancy payment based on that gross weekly salary in the sum of £7,807.66. This failed to take into account the limit on week's pay at the date of termination of employment on 30 November 2021 was £544 (Employment Rights (Increase of Limits) Order 2021,) not £571 per week, the limit which only applies to dismissals occurring on or after 6 April 2022 (Employment Rights (Increase of Limits) Order 2021).
6. Of my own initiative, I have therefore reconsidered the total amount of the statutory redundancy payment that must be paid to the Claimant and reduced the figure orally given at the hearing of £7,807.66, down to £7,616 to take into account the limit on 'week's pay' for the purposes of calculating a statutory redundancy payment for a dismissal on 20 November 2021.

Employment Judge RL Brace
Dated: 9 November 2022

JUDGMENT SENT TO THE PARTIES ON 10 November 2022

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche