



IN THE EMPLOYMENT TRIBUNAL (SCOTLAND) AT EDINBURGH

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Judgment of the Tribunal in Case No: 4104560/2022 Heard at Edinburgh, In Person, on the 14th of November 2022 at 10 am

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Employment Judge J G d'Inverno

Mr Alexander Morris

**1st Claimant
In Person**

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Mr Andrew William McIntosh Simpson

**2nd Claimant
In Person**

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**Ian Mckay
trading as Express Joinery Products**

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

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The Judgment of the Employment Tribunal is:-

(First) That the respondent summarily dismissed each of the claimants on the 25th February 2022 for reason of redundancy.

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(Second) The respondent shall pay to the 1st named claimant Alexander Morris;

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(a) A redundancy payment of 1.5 weeks x 11 complete years of service x £390 gross per week being £6,435 gross (**Six Thousand Four Hundred and Thirty Five Pounds**); and,

- (b) Pay in lieu of 11 weeks minimum statutory notice, in terms of section 86(1)(c) of the Employment Rights Act 1996 being 11 weeks x £310 per week net in the sum of £3,410 net.

5 **(Third)** That the respondent shall pay to the 2nd named claimant Andrew Simpson;

10 (a) a statutory redundancy payment of 1.5 weeks x 6 complete years of service x £390 per week gross weekly wage being £3,744 gross (**Three Thousand Seven Hundred and Forty Four Pounds**); and

15 (b) Pay in lieu of 6 weeks minimum statutory notice in terms of section 86(1)(c) of the Employment Rights Act 1996, in the sum of 6 x £306 net per week which is equal to £1,836.

NOTE

20 Oral Judgment together with Oral Reasons were delivered to parties at the conclusion of the Hearing. Accordingly, no written Note of Reasons is attached to this Judgment.

25 Employment Judge: Joseph d'Inverno
Date of Judgment: 15 November 2022
Entered in register: 17 November 2022
and copied to parties

I confirm that this is my Judgment in the case of Morris v Express Joinery Products and that I have signed the Judgment by electronic signature.

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