



EMPLOYMENT TRIBUNALS

Claimant: Miss L Muse

Respondent: Cook and Turnbull Contractors Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The judgment of the Tribunal is that:

1. The complaint in respect of a statutory redundancy payment under section 163 Employment Rights Act 1996 is well founded and succeeds. The Respondent is ordered to pay to the Claimant a redundancy payment in the sum of **£1,584**.
2. The Hearing on 19th April 2023 is vacated.

REASONS

1. The Claimant was employed by the Respondent from **04 October 2019** to **05 December 2022** when she was dismissed without notice by reason of redundancy. On **22 February 2023**, the Claimant presented a Claim Form to the Tribunal in which she claimed a redundancy payment.
2. The proceedings were served on the Respondent at its registered office with a response date of **29 March 2023**. However, no response was returned. Therefore, in accordance with rule 21 of the Tribunal Rules of Procedure an Employment Judge must decide whether on the available material a determination can properly be made of the claim or part of it, and to the extent that a determination can be made, the Employment Judge must issue a judgment.
3. At the date of dismissal, the Claimant had been continuously employed for 3 complete years and was 26 years old. Her gross weekly pay was £528. She was entitled to a redundancy payment of $£528 \times 3 = £1,584$.
4. I was satisfied that I had sufficient material to properly determine the claim for redundancy pay. Therefore, it was appropriate for a judgment to be issued to that effect.

Employment Judge Sweeney
Date: 14th April 2023