



EMPLOYMENT TRIBUNALS

Claimant: Mrs A McKay

Respondent: Senko Advanced Components Euro Limited

Heard at: Southampton

On: 29 March 2017

Before: Employment Judge Kolanko
Members Mr N Thornback
Mrs C L Date

Representation

Claimant: Mr J Jenkins of Counsel

Respondent: Mr B Large of Counsel

JUDGMENT

The unanimous judgement of the tribunal is:-

1. The Claimant was unfairly dismissed.
2. The Respondent is ordered to pay to the Claimant unfair dismissal totalling £3,977.57 comprising a compensatory award of £3,977.57. The basic award is met by the redundancy payment below .
3. The Recoupment Regulations do not apply.
4. The Claimant was dismissed by the Respondent by reason of redundancy, as defined in Section 139 of the Employment Rights Act 1996. The Claimant is entitled to a redundancy payment in the sum of £5,712.70 from the respondent.
5. The Claimant's breach of contract claim is dismissed upon withdrawal by the claimant.

6. The complaint that the respondent failed to comply with a requirement of section 188 of The Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
7. The tribunal makes a protective award in respect of the claimant at its premises 2 Rankine Road, Basingstoke RG24 8PP who was dismissed as redundant on 8 July 2016 and orders the respondent to pay the claimant remuneration for the protected period of 60 days beginning on 8 July 2016.
8. The Respondent shall pay to the claimant costs in respect of the issue and hearing fees to the tribunal, in the sum of £1, 200.00.

Employment Judge Kolanko

Date 30 March 2017

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.