



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Haynes

**Respondents:** 1. Window & Conservatory Options UK Limited  
2. Secretary of State for Business, Energy & Industrial Strategy

## JUDGMENT UPON RECONSIDERATION

Upon reconsideration pursuant to the second respondent's application dated 13 September 2018, the judgment of the Tribunal is varied to:

1. The claimant is entitled to a redundancy payment in the sum of £1580.63, representing three years' continuous employment with the first respondent, when aged over 41 years, at her weekly pay of £351.25, at the relevant date, namely 10 November 2017.
2. No further awards are made as the first respondent has been dissolved.

## REASONS

1. Following a hearing on 31 August 2018, the Judgment was sent to the parties on 5 September 2018.
2. By the time of the hearing, the first respondent had been dissolved and the Tribunal could only declare the claimant's entitlement to a redundancy payment.
3. The second respondent sought reconsideration of the judgment declaring the redundancy payment, pointing out that the claimant had received a redundancy payment from her earlier employer covering employment up to 25 September 2013 (such that she could not have been employed by this employer for over 5 years to November 2017).
4. Following further correspondence, the claimant acknowledged she could not show continuous employment with the first respondent going back further than 6

April 2014. Neither party sought a hearing to determine the reconsideration application.

5. In the circumstances, the claimant establishes three years' continuous service to 20 October 2017, with the relevant date 10 November 2017. She was born on 18 January 1972 such that those years were when aged over 41 years. The multiplier is accordingly 4½ weeks at her gross weekly pay of £351.25, and she is entitled to a redundancy payment in the sum of £1,580.25.

Regional Employment Judge Parkin

Date 20 December 2018

JUDGMENT AND REASONS SENT TO THE PARTIES ON

02 January 2019

FOR THE TRIBUNAL OFFICE

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**NOTICE**

**THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990**

Tribunal case number(s): **2411585/2018**

Name of **Miss S Haynes** v **The Secretary Of State  
For Business, Energy &  
Industrial Strategy**  
case(s):

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **2 January 2019**

"the calculation day" is: **3 January 2019**

"the stipulated rate of interest" is: **8%**

MRS L WHITE  
For the Employment Tribunal Office

