

EMPLOYMENT TRIBUNALS (SCOTLAND)

5

Case No: 4100509/2018

Held in Glasgow on 20 April 2018

10

Employment Judge: Mary Kearns

15

Mr G Murphy

**Claimant
In person**

20

Tom Loftus Groundworks Limited

**Respondent
Not present and
Not represented**

25

30

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal delivered orally with reasons on 20 April 2018 was that:-

35

- (1) The claimant made a claim for a redundancy payment by notice in writing given to his employer on 2 February 2018 and separately presented his claim to the Employment Tribunal within the period specified in section 164(2) Employment Rights Act 1996. Having regard to the reason he has shown for not having taken either step within the period specified in section 164(1) of the Act and all the other relevant circumstances, it is just and equitable to that he should receive a redundancy payment.

40

(2) It was not reasonably practicable for the claimant to present his claim for notice pay within three months from the date of termination of his employment and it was presented within such further period as was reasonable in the circumstances.

5

(3) The respondent dismissed the claimant by reason of redundancy and is ordered to pay to the claimant a redundancy payment of **£10,560 (Ten Thousand, Five Hundred and Sixty Pounds)**.

10 (4) The respondent breached the contract of employment of the claimant by failing to pay money in lieu of notice. The respondent is ordered to pay to the claimant the sum of **£4,224 (Four Thousand, Two Hundred and Twenty Four Pounds)** in compensation.

15

20

Employment Judge: Mary Kearns
Date of Judgment: 20 April 2018
Entered in register: 26 April 2018
and copied to parties

25

30

35

