



EMPLOYMENT TRIBUNALS

Claimant: Mr P Sergeant

Respondent: Roving Bridge Farm Ltd

HELD AT: Liverpool

ON: 17 June 2019

BEFORE: Employment Judge Horne

REPRESENTATION:

Claimant: In person

Respondent: Did not attend and was not represented, participation restricted under rule 21 of the Employment Tribunal Rules of Procedure 2013

JUDGMENT

1. The claimant is entitled to a redundancy payment of £4,150.35.
2. The claimant was unfairly dismissed by reason of redundancy.
3. The respondent is ordered to pay the claimant a basic award of £4,150.35, less any amount paid to the claimant by way of a redundancy payment.
4. It is recorded that the claimant does not seek any further remedy for unfair dismissal.
5. The respondent made an unlawful deduction from the claimant's wages and is ordered to pay him £1,320.00 subject to such deductions as it is required to make for tax and national insurance.

6. The respondent made an unlawful deduction from the claimant's holiday pay and is ordered to pay him £46.00, subject to such deductions as it is required to make for tax and national insurance.
7. The respondent breached the claimant's contract by failing to give notice of termination and is ordered to pay damages of £3,228.05 subject to such deductions as it is required to make for tax and national insurance.
8. The tribunal makes a preparation time order under rules 75(2) and 76(1)(a) of the Employment Tribunal Rules of Procedure 2013. Accordingly the respondent must pay the claimant the sum of £136.50 (net).
9. The total amount payable to the claimant (subject to the deductions mentioned above) is £8,880.90.

Employment Judge Horne

17 June 2019

SENT TO THE PARTIES ON

25 June 2019

FOR THE TRIBUNAL OFFICE

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment is sent to the parties.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2401992/2019**

Name of **Mr P Sergeant** v **Roving Bridge Farm Ltd**
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: 25 June 2019

"the calculation day" is: 26 June 2019

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

MRS L WHITE
For the Employment Tribunal Office

