



EMPLOYMENT TRIBUNALS

Claimant: Mrs A French

Respondent: Woodlands Garden Products Limited

Heard at: Cardiff **On:** 8 July 2019

Before: Employment Judge Harfield (sitting alone)

Representation:

Claimant: Mr R French (husband)

Respondent: Did not attend

JUDGMENT

1. The claimant was employed by the respondent from 12 March 2008 until 18 March 2019 as a part time accounts clerk when she states she received a phone call informing her that the respondent was to cease trading and had no funds to pay the claimant outstanding sums. A claim form was presented on 10 April 2019 bringing a claim for redundancy pay, notice pay and arrears of pay. On 15 May 2019 Mr Northmore on behalf of the respondent emailed the tribunal to similarly state that the respondent ceased trading at the beginning of March and was not in a position to attend today's hearing. Whilst the respondent company may have ceased trading, according to Companies House records it is currently still an active company. Having considered the file and having heard from Mr French I make the following order:
2. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£810.41**
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the gross sum of **£775.17**

4. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£140.94**.
5. The claimant is responsible for the payment of any tax or employee national insurance contributions due on the above sums which have been assessed on a gross basis.

Employment Judge Harfield
Dated: 8 July 2019

JUDGMENT SENT TO THE PARTIES ON
9 July 2019

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.