



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr M Gardner

**Respondent**

v R1. Dictations & Transcriptions Ltd  
T/A Voicepath  
R2. Document Direct Ltd  
R3. Secretary of State BEIS

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham

On: 1 March 2019

Before: Employment Judge Lloyd

**Representation**

**For the Claimant:**

Mr A MacMillan, Counsel

**For the Respondent:**

Mr M Best, Chief Executive Officer, R2

## JUDGMENT

1. The claimant was at all relevant times an employee of the 1<sup>st</sup> respondent. The claimant was dismissed for redundancy. The effective date of termination of his employment was 9 January 2018. The claimant is entitled to receive from the 1<sup>st</sup> respondent a statutory redundancy payment of £9274.95.
2. The 1<sup>st</sup> respondent is insolvent.
3. The 3<sup>rd</sup> respondent is liable to pay the said redundancy payment to the claimant, pursuant to s.166 and s.183 Employment Rights Act 1996.
4. The claimant's claim against the 2<sup>nd</sup> respondent is dismissed upon the claimant's withdrawal; the parties having concluded a COT3 settlement in respect of that part of the claimant's claim.

Employment Judge Lloyd

08.03.2019