



EMPLOYMENT TRIBUNALS

Claimant
Mr D Ingram

v

Respondent
Cosign Traffic Systems Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Watford
Before: Employment Judge Alliott

On: 30 August 2019

Appearances

For the Claimant: Did not attend

For the Respondent: Did not attend

JUDGMENT

1. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £7,192.36.
2. The claimant was dismissed in breach of contract in respect of notice pay and the respondent is ordered to pay damages to the claimant in the net sum of £4,269.12.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £338.46.

CALCULATIONS

The claimant's date of birth: 6 August 1966

Employed: 11 April 2005

Ceased: 28 February 2018

Whole years employed: 13

Redundancy multiplier: 17
Annual salary: £22,000 gross
Week's pay: £423.08
Redundancy payment: 17 x £423.08 = £7,192.36

Net pay:

Month 10: Gross £18,650.60 PAYE £1,811.80
NI £1,422.08

= £15,416.12 ÷ 10 = £1,541.61 x 12 = £18,499.34 p.a. ÷ 52 = £355.76 per week

Notice pay: 12 x £355.76 = £4,269.12

Holiday pay: 4/5 of a week £423.08 = £338.46

Employment Judge Alliot

Date: ...30 August 2019.....

Sent to the parties on:

.....
For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.