



## EMPLOYMENT TRIBUNALS (SCOTLAND)

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**Case No: 4111580/2019**

**Hearing held at Dundee on 21 February 2020**

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**Employment Judge I McFatridge**

**Mrs V Ovenstone**

**Claimant  
Represented by  
Ms Campbell,  
Solicitor**

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**Nicola Thomson**

**Respondent  
Not present or  
represented -  
no ET3**

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### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The judgment of the Tribunal is that the claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of six weeks' pay at £130 per week that is Seven Hundred and Eighty Pounds (£780).

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### **REASONS**

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1. The claimant submitted a claim to the Tribunal in which she claimed a redundancy payment. The claim was not resisted by the respondent. The Tribunal sought information from the claimant with a view to issuing a default judgment however this was not forthcoming until the morning of the hearing. At the hearing the claimant gave evidence on her own behalf. She confirmed that she had been employed by the respondent from

3 March 2015 until her employment had been terminated on 27 April 2019 when the salon closed. The claimant had worked three days per week up until around November 2018 and had been paid £190 per week for the three days. In or about November her hours had reduced to two days per week and she was paid £130 net per week for these hours. She went off sick in or about February 2018 and at the time she was dismissed she was receiving statutory sick pay.

### **Discussion and decision**

2. The main reason for fixing the hearing was some doubt as to the amount of a week's pay in this case. On the basis of the evidence it was clear to me that the claimant's normal working hours are two days per week and that the claimant was paid £130 per week for this. There was no dispute that the claimant had four full years' service during all of which she had been over the age of 41 years. The claimant is accordingly entitled to a redundancy payment of  $4 \times 1.5 \times £130 = £780$ .

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<b>Employment Judge:</b>	<b>Ian McFatridge</b>
<b>Date of Judgment:</b>	<b>25 February 2020</b>
<b>Date sent to parties:</b>	<b>26 February 2020</b>

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