



EMPLOYMENT TRIBUNALS

Claimant: Mr N Cross

Respondent: Bonmarche Limited (in administration)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. 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 sum of £5052.32.
2. The claimant was unfairly dismissed and the respondent is ordered to pay him a compensatory award in the sum of £2612.12 (which includes compensation for loss of statutory rights, employer pension contributions and loss of company car).
3. The claimant was dismissed by reason of redundancy and is entitled to a statutory redundancy payment in the sum of £1575 which has been paid by the Secretary of State on the basis of a maximum week's pay of £525 for redundancy pay purposes.
4. The Tribunal declares that the respondent has failed to comply with the requirements of Section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 and makes a protective award that the respondent shall pay remuneration to the claimant dismissed as redundant on 29 October 2019 for a period of 90 days beginning on 29 October 2019.

Employment Judge **Maidment**

Date: 28 July 2020

JUDGMENT SENT TO THE PARTIES ON

Date: 29 July 2020