



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case No: 4107768/2020 (A)

Held by telephone on 19 April 2021

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Employment Judge Brewer

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Mr S Riddoch

**Claimant
In person**

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**Alex M. Anderson
(Painter, Decorator,
& Ames Taper) Limited**

**Respondent
No appearance**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

25 For the reason given orally at the hearing, the judgment of the Tribunal is that the claimant is entitled to:

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1. A Statutory Redundancy Payment in the sum of £7,801.00;
 2. Notice pay in the sum of £6,474.00; and
 3. Accrued untaken holiday pay in the sum of £1,078.98.

REASONS

Calculations

35 *Statutory Redundancy pay details:*
Continuous service at Effective Date of Termination (EDT): 17 years
Age at EDT: 34
Gross weeks' pay at EDT: £722.50
Statutory maximum week's pay at EDT: £538.00

40 *Statutory redundancy pay calculation:*
(5 weeks at 0.5 week's pay + 12 weeks at 1 week's pay)
14.5 Weeks' pay x £538.00 (maximum weeks' pay) = £7,801.00

E.T. Z4 (WR)

Holiday pay details:

28 days holiday per annum

Net weekly pay: £539.50

5 Daily rate of pay at EDT: £77.07

No holidays taken in 2020

EDT: 30 June 2020

Amount of holiday year elapsed at EDT: 6 months

Accrued untaken holiday at EDT: 14 days

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Holiday pay calculation:

14 x £77.07 = £1,078.98

Notice pay details:

15 Continuous service at EDT: 17 years

Statutory notice period at EDT (s.86 Employment Rights Act 1996): 12 weeks

Net weekly pay at EDT: £539.50

Notice pay calculation:

20 12 x £539.50 = £6,474.00

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Employment Judge

Judge Brewer

Date of Judgment

26th of April 2021

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Date sent to parties

26th of April 2021

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