



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mr H Patterson

Principle Recruitment Associates Ltd
(in voluntary liquidation)

Heard at: Watford (CVP)
Before: Employment Judge Hanning

On: 24 March 2021

Appearances

For the Claimant: In person
For the Respondent: Did not appear

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by video (CVP). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

JUDGMENT

1. The claimant was dismissed on 31 January 2020 by reason of redundancy. The claimant is entitled to a redundancy payment of £2,829.48 (six weeks at a rate of £471.58).
2. The dismissal was procedurally unfair but the Polkey chance of dismissal is assessed at 100% so the claimant is entitled to no compensatory award.
3. The basic award is reduced to nil pursuant to s.122(4) of the Employment Rights Act 1996 on account of the redundancy payment awarded.
4. The claimant was entitled to four weeks' notice of dismissal and the respondent is ordered to pay the claimant the sum of £1,514.28 (four weeks @ £378.57).

Employment Judge Hanning

Date: ...12 May 2021.....

Sent to the parties on: ...

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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.