



EMPLOYMENT TRIBUNALS

Claimant: Mr J Thomas

Respondent: Derwood Homes & Developments Limited

Heard at: Cardiff

On: 12th May 2021

Before: Employment Judge Howden-Evans (sitting alone)

Representation

Claimant: In person, supported by Ms O'Raw

Respondent: In person, by Mr Derrick, Director

JUDGMENT

The employment judge's decision is:

1. The correct name of the respondent is Derwood Homes & Developments Limited.
2. The respondent has dismissed the claimant on grounds of redundancy on 28th June 2019 at which point the claimant had 8 complete years of service. Mr Thomas is entitled to a statutory redundancy payment from the respondent of **£6,236.28** as calculated at the end of this judgment.
3. As the respondent company has ceased trading, it is likely Mr Thomas will face difficulty recovering this debt from the respondent. If Mr Thomas is unable to recover this debt from the respondent, he is referred to section 166(1)a Employment Rights Act 1996, which explains his right to claim payment from the National Insurance Fund.

Employment Judge Howden-Evans

Date 12th May 2021

JUDGMENT SENT TO THE PARTIES ON 9 June 2021

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FOR THE TRIBUNAL OFFICE Mr N Roche

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Calculations

Redundancy Payment

(calculated in accordance with s162 Employment Rights Act 1996)

Mr Thomas's weekly gross pay = £519.69

1.5 weeks' gross pay for each of the 8 years as Mr Thomas was aged 41 and over throughout this employment:

$$1.5 \times 8 \times £519.69 =$$

Redundancy Payment = **£6,236.28**