



EMPLOYMENT TRIBUNALS

Claimant

Mrs L Parker

v

Respondent

JE Beales plc (In Administration)

Heard at: Norwich (by CVP)

On: 08 September 2021

Before: Employment Judge Postle

Appearances

For the Claimant: Mr Parker (Husband).

For the Respondent: Did not attend and were not represented.

JUDGMENT

1. The claimant was unfairly dismissed in that the respondent failed to adequately consult with the claimant and there was a failure to put the claimant in the pool of employees employed at a separate store by the respondent in Lowestoft known as Palmers who were not in a redundancy situation thus the possibility of alternative employment until that store was closed on 20 March 2020.
2. There was a 50% chance that the claimant would have been made redundant in July 2019 and therefore a Polkey reduction of 50% applies.
3. The respondent is ordered to pay compensation to the claimant from 1 August 2019 when the claimant was dismissed by reason of redundancy until 20 March 2020 when the alternative store in Lowestoft known as Palmers was closed.
4. The respondent is ordered to pay a compensatory award allowing for the 50% reduction in the sum of £3,081.32.

Employment Judge Postle

Date: 10/9/2021

Sent to the parties on: 5/10/2021

N Gotecha

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.