



EMPLOYMENT TRIBUNALS

Claimant: Miss C Evans

Respondent: Fineline Printing & Stationery Limited

Heard: by video **On:** 4 October 2021

Before: Employment Judge S Jenkins

Representation:

Claimant: In person

Respondent: Mr P Maratos (Consultant)

JUDGMENT

1. The Claimant was unfairly dismissed by reason of redundancy, due to the failure by the Respondent to apply a reasonable consultation process. However, had such a process been operated, the dismissal would have ensued fairly a short time later.
2. The Claimant is entitled to a redundancy payment of £2,833.99, and the Respondent is ordered to pay the Claimant that sum.
3. The Respondent is ordered to pay the Claimant a compensatory award for unfair dismissal of £1,076.58, made up of two weeks' net pay of £288.29 per week, and £500 for loss of statutory rights.
4. The Respondent is ordered to pay the Claimant the gross sum of £700.14 in respect of accrued but untaken holiday.
5. The Respondent is ordered to pay the Claimant the sum of £666.48, pursuant to section 38 of the Employment Act 2002, on the basis that it failed to give the Claimant a written statement of employment particulars.
6. In total therefore, the Respondent is ordered to pay the Claimant the sum of £5,277.19. However, the Claimant accepted that she was overpaid by the Respondent in the sum of £439.31, which leaves a sum of £4,837.88 to be paid.

Employment Judge S Jenkins

Date: 5 October 2021

JUDGMENT SENT TO THE PARTIES ON 6 October 2021

.....
FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.