



EMPLOYMENT TRIBUNALS

Claimant: Miss A Snow

Respondent: Lincolnshire Salad Company Ltd (in creditors' voluntary liquidation)

Introduction

The proceedings were posted to the respondent and no post has been returned. The respondent commenced winding up two days before the claim was presented. There has been no response form filed. If the respondent is/was insolvent the sums owing may be payable from the National Insurance Fund. In the meantime there is sufficient information on the file for me to give Judgment.

RULE 21 JUDGMENT

- 1 The claimant's complaint of entitlement to a statutory redundancy payment succeeds and the respondent shall pay to her the sum of **£14,913.52**.
- 2 The claimant's complaint of breach of contract/entitlement to notice pay succeeds and the respondent shall pay to her gross damages of **£1142.46 (two weeks' notice pay before loss mitigated)**.
- 3 The claimant's complaint of unfair dismissal succeeds. The respondent shall pay to her a Compensatory Award of **£500** in respect of loss of statutory rights only.
- 4 The recoupment regulations do not apply to these awards.
- 5 An ACAS uplift does not apply to redundancy dismissals.

Employment Judge JM Wade
Date 6 January 2022

Notes: Public access to employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. Tax changes in 2018 have resulted in a change in practice to award damages for notice pay as a gross sum.