



EMPLOYMENT TRIBUNALS

Claimant: Emmanuel Okereke
Respondent: Teamwork GB Limited
Heard at: East London Hearing Centre (by telephone hearing)
On: 10th March 2022
Before: Employment Judge Travers

Representation

Claimant: The claimant attended the hearing in person and was not represented.
Respondent: The respondent was represented by Mr A.Gloag, counsel instructed by direct access.

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by telephone. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

The judgment of the tribunal is that:

1. The Claimant commenced employment with the Respondent company in June 2018. His employment was terminated by reason of redundancy. The effective date of termination was 1st November 2020.
2. The claim in respect of breach of contract was presented out of time and is dismissed. The tribunal is not satisfied that it was not reasonably practicable for the complaint to be presented within time.
3. The claim for a redundancy payment was not made within 6 months of the relevant date but the tribunal finds that it is just and equitable that the claimant should not be deprived of his right to a redundancy payment. It is declared that the Claimant is entitled to a redundancy payment of £925.

This redundancy payment has been calculated in accordance with s162 of the Employment Rights Act 1996 as follows: 2.5 weeks x £370 per week.

Employment Judge Travers
Date: 20th March 2022