



EMPLOYMENT TRIBUNALS

Claimant: Mr. J. Sanderson
Respondent: Mahiki Services Limited

JUDGMENT

Rule 21 Employment Tribunal Rules

1. The respondent has failed to file an ET3 Grounds of Resistance in this case.
2. Having considered the ET1 and the additional information provided by the claimant, EJ E Burns has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under Rule 21 of the Employment Tribunals (Constitute and Rules of Procedure) Regulations 2013, is as set out below.
3. The respondent has failed to pay the claimant:
 - A statutory redundancy payment
 - His full entitlement to statutory notice
 - A payment in lieu of his entitlement to accrued annual leave on termination of his employment
4. The Tribunal orders the respondent to £6,856.22 pay the claimant and to account to HMRC for any tax and national insurance due on this amount. A breakdown of the amount sought is appended to Annex A of this decision.
5. The hearing listed for 6th April 2022 will not take place and the parties should not attend.

Employment Judge E. Burns

Date: 31st March 2022

JUDGMENT SENT TO THE PARTIES ON
04/04/2022

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FOR THE TRIBUNAL OFFICE

Annex A – breakdown of amounts sought by the Claimant

From: James Sanderson
Sent: 28 March 2022 10:25
To: LONDONCENTRALET
Subject: Tribunal reference (2200449/2022)

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The total amount I wish to claim is £6,856.22.

This is based on figures that I received from the company We do HR. This company was retained by Mahiki Services Ltd to determine the redundancy payments that we, as employees, were due.

That figure breaks down as follows:

Based on £275.35 per week and 10 years' service:

I have 10 years' service calculated at a multiplier of 1.0 for each week of redundancy pay (SRP) this makes SRP = £2753.50 (paid tax free)

Holiday is whatever I have accrued but not taken based on a day rate of £14,318.20/ 260 = £55.07 per day so for 44.5 days = £2,450.62 subject to tax/NI

My notice is based on Statutory Entitlement so 10 weeks = £2753.50 subject to tax/NI

We were given four weeks' notice of redundancy, so the notice entitlement should be reduced to £1652.10.

This brings the sum, in total, to £6,856.22.

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