



# EMPLOYMENT TRIBUNALS

**Claimant**

Ms Denise Connor

v

**Respondent**

Mr Michael Rapley  
(Did not attend)

**Heard at:** Reading

**On:** 4 April 2022

**Before:** Employment Judge Talbot-Ponsonby

**Appearances**

**For the Claimant:** Mr Stephen Kattau

**For the Respondent:** No appearance

## JUDGMENT

1. The Tribunal having found that the Respondent knew or ought to have known of today's hearing, the hearing will proceed in his absence.
2. The Claimant was dismissed on 1 May 2020 without notice.
3. The Tribunal finds that the Claimant was made redundant.
4. In respect of the dismissal without notice, the Claimant is entitled to pay for 10 weeks' notice at £164.20, being £1,642.
5. In respect of the redundancy, the Claimant is entitled to a redundancy payment of  $10 \times 1.5 \times 164.20 = £2,463$ .
6. The Respondent having failed to provide a written statement of the Claimant's terms of employment for over 10 years, the Respondent is required to pay compensation to the Claimant equal to 4 weeks' pay pursuant to s.38 EA 2002 = £656.80.
7. The total award is £4,761.80

**Employment Judge Talbot-Ponsonby**

Date: 07/04/2022

Sent to the parties on: 11/04/2022

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.