



EMPLOYMENT TRIBUNALS

Claimant: Ms. H Burks
Respondent: Net Communications Ltd

CORRECTED 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, REJ Wade 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 made the claimant redundant without following the procedure prescribed by the Trade Union and Labour Relations Act 1992. As a result, the Tribunal finds that a protective award is payable.
4. THE START DATE FOR THE PROTECTED PERIOD WAS 26 MARCH 2020 AND THE AMOUNT AWARDED IS 90 DAYS PAY. The Tribunal ACCORDINGLY orders the respondent to pay the claimant £3,000 WHICH IS THE LIMIT ON THE AMOUNT PAYABLE BY THE SECRETARY OF STATE and to account to HMRC for any tax and national insurance due on this amount.

Regional Employment Judge Wade

Date: 2nd December 2021

RE-DATED: 20TH May 2022

JUDGMENT SENT TO THE PARTIES ON

20/05/2022.

FOR THE TRIBUNAL OFFICE