



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Zoe Bannister  
**Respondent:** SJR Easilocks Limited  
**Heard at:** East London Hearing Centre (by telephone)  
**On:** 26 September 2022  
**Before:** Employment Judge Townley

## Representation

**Claimant:** Miss Bannister in person unrepresented  
**Respondent:** Did not appear and was not represented

# JUDGMENT

The judgment of the Tribunal is that: -

1. The claim for pay in lieu of notice succeeds and the Respondent is ordered to pay to the Claimant the sum of £2166.67 (this sum represents one month's gross pay calculated on the basis of a salary of £26,000 per annum).
2. The claim for statutory redundancy pay succeeds and the Respondent is ordered to pay to the Claimant the sum of £500.00 (on the basis that the Claimant had more than two year's continuous employment and is entitled to 2 x 0.5 week's salary given her age).
3. Please note that the above award in paragraph 1 is expressed as a 'gross' figure. It appears to the Tribunal (but if in doubt the parties should take independent advice) that Income Tax and National Insurance contributions are payable in respect of the award under paragraph 1 but not that under paragraph 2. If so, provided that the Respondent makes appropriate deductions and accounts to the proper authorities, payment to the Claimant of the 'net' sums will represent a valid discharge of this judgment.

**Employment Judge Townley**  
**Date: 26 September 2022**