



EMPLOYMENT TRIBUNALS

Claimant: Mr B Harding

Respondent: Waverley Court Consulting Ltd

Heard at: Cardiff by CVP **On:** 30th September & 1st
October 2021.

Before: Employment Judge R F Powell

Representation:

Claimant: Mr James, counsel

Respondent: Mr Brown, solicitor

JUDGMENT

Reasons having been given at the hearing; the judgment of the Employment Tribunal is:

- 1. The principal reason for the claimant's dismissal was redundancy, a potentially fair reason for the purposes of section 98(2) of the Employment Rights Act 1996.**
- 2. The dismissal was unreasonable for the purposes of section 98(4) of the Employment Rights Act 1996. Accordingly, the claim for unfair dismissal succeeds.**
- 3. The claimant received a statutory redundancy pay equivalent to the agreed value of the basic award. Accordingly, I make no order for a basic award.**
- 4. The respondent has proven that the claimant would have been fairly dismissed on his effective date of termination in any event. Accordingly, I make no compensatory award.**

Case Number: 1602332/2020
CVP

Employment Judge R F Powell
Dated: 5th October 2021

Judgment sent to the parties on 14 October 2021

For the secretary of employment Tribunals
Mr N Roche