



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr David Barnes

v

S.J. Norman and Sons

Heard at: Southampton (VHS)

On: 9 January 2023

Before: Employment Judge Rayner

### Appearances

For the Claimant: Mr Thomas, CAB Adviser

For the Respondent: Mr Woodman (for part of hearing only)

## JUDGMENT

1. The Claimant was an employee of the Respondent from 1 June 1996.
2. The Claimant was made redundant by the Respondent with effect from 5 March 2021 and is entitled to receive a redundancy payment of **£6016.80 from the Respondent.**
3. At the point the proceedings were issued, the Respondent had failed to provide the Claimant with a statement of the main terms and conditions of his employment in breach of section 1 Employment Rights Act 1996. The Claimant is awarded 4 weeks' pay in accordance with section 38 Employment Act 2002 for the failure to provide him with a statement of his main terms and conditions of employment.
4. The Respondent will now pay the claimant the sum of **£802.24** gross for failing to provide the statement of main terms and conditions of employment.

### Preparation time order

5. The Claimant's application for a preparation time order for 25 hours of work, of which 7 hours was carried out by the Claimant himself and 18 hours by Mr Thomas on his behalf, is granted at the rate of £42.00 per hour.
6. The Respondent will pay **£1050.00** to the claimant for preparation time.

Employment Judge Rayner  
Date: 9 January 2023

Sent to the parties: 17 January 2023

For the Tribunal

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*