



EMPLOYMENT TRIBUNALS

Claimant: Mr Robert Davies

Respondent: Ship Edern Ltd

Heard at: **By video** **On:** 7 July 2023

Before: Employment Judge S Moore

Representation

Claimant: Mr M Stephens (litigation friend)

Respondent: Did not attend

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1713.00.
2. It was not reasonably practicable for the claimant to issue the claim within three months of termination of employment. The claimant issued the claim within a reasonable time thereafter.
3. The claimant's claim for unfair dismissal succeeds. The respondent is ordered to pay the claimant a compensatory award in the net sum of £4838.75 and an amount for loss of statutory rights in the sum of £500.00.
4. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the net sum of £1574.16.
5. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £1556.61.
6. The respondent was in breach of the duty under section 1 Employment Rights Act 1996, to give a written statement of initial employment particulars. The respondent is ordered to pay the claimant the sum of £2800.00.

Employment Judge S Moore

Date: 7 July 2023

JUDGMENT SENT TO THE PARTIES ON 10 July 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.