



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss G Smith

**Respondent:** C Whitley and J Whitley trading as The Plassey Hair Studio

**Before:** Employment Judge R L Brace

**Date:** 11 August 2023

## JUDGMENT

In the absence of an ET3 response from the respondents, and there being sufficient material before me to enable a proper determination to be made, I uphold the following claim:

The Claimant was dismissed by reason of redundancy by the Respondents, Clare Whitley and Julian Whitley t/a The Plassey Hair Studio on 23 September 2022. She is therefore entitled to a statutory redundancy payment from the Respondents, calculated at 14 years i.e. **£4,037.11**.

I act in accordance with my powers under Rule 21 of the Employment Tribunal's Rules of Procedure 2013.

## REASONS

1. The claim was served on the respondents on the trading address given for the First Respondent and at the address provided by the Claimant for the Second Respondent.
2. A response was due by 20 April 2023 but none was received.
3. An Employment Judge is required by rule 21 of the Employment Tribunals Rules of Procedure 2013 to decide on the available material whether a determination can be made and, if so, obliged to issue a judgment which may determine liability only or liability and remedy.

4. I have in the claim form sufficient to enable me to find the claim for a redundancy payment proved on a balance of probability against the respondents and the amount claimed in particular the Confirmation of Entitlements document provided to the Claimant by the Respondent.
5. The Respondent may submit an application for reconsideration and a draft response within 14 days of the date upon which this judgment is sent to the parties.

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Employment Judge R Brace  
Dated: 11 August 2023

JUDGMENT SENT TO THE PARTIES ON 22 August 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche