



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs LA Nichols

**Respondent:** The Eston California Social Club

## JUDGMENT ON LIABILITY AND REMEDY

**Employment Tribunals Rules of Procedure 2013 – Rule 21**

The Judgment of the Employment Tribunal is as follows:

1. Under section 163 of the Employment Rights Act 1996, it is determined that the claimant is entitled to a redundancy payment of £5001.60.

### REASONS

1. The Claimant made an application to the Employment Tribunal on 19 September 2023 claiming a redundancy payment. The respondent filed a response on 23 October 2023 indicating that it does not defend the claim.
2. The above Judgement has been entered on the basis of the information provided by the claimant on the ET1 form, without a hearing. The calculation is based on the claimant having 32 years continuous service with the respondent, with gross weekly wages in the sum of £166.72. The claimant was aged over 41 years throughout the final 20 years of her service, which is the applicable period for calculating the maximum redundancy payment entitlement, and is therefore entitled to one and a half week's pay for each complete year of service. The statutory redundancy payment calculation is 20 years multiplied by £166.72 multiplied by 1.5 weeks, giving a total of £5001.60.

**Employment Judge Arullendran**

Date: 29 November 2023

JUDGMENT SENT TO THE PARTIES ON

1 December 2023