



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms J. Klos

v

Amazon UK Services Limited

Heard at: Watford (by CVP)

On: 24, 25 & 30 January 2024

Before: Employment Judge Hunt

Appearances

For the Claimant: In person

For the Respondent: Ms V. Brown (counsel)

JUDGMENT

1. The claims of wrongful dismissal and unauthorised deductions from wages are dismissed on withdrawal. The Respondent's application for strike out of those claims therefore falls away and need not be determined.
2. The claim of unfair dismissal under Part X of the Employment Rights Act 1996 is well-founded. The Claimant was unfairly dismissed by the Respondent.
3. The claim for a redundancy payment in accordance with Part XI of the Employment Rights Act 1996 is well-founded.
4. The claim that the Respondent was in breach of contract by failing to pay the Claimant a contractual redundancy payment is well-founded.
5. The Respondent must pay to the Claimant £11,226.72, which reflects the contractual redundancy payment to which she is entitled. This encompasses the statutory redundancy payment, which itself has served to reduce to nil the basic award for unfair dismissal in accordance with s.122(4) of the Employment Rights Act 1996. No further award on account of the unfair dismissal is made.

Employment Judge Hunt

Date: ...8 March 2024.....

Sent to the parties on: 13/3/2024

N Gotecha
For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing and written reasons having since been requested, written reasons will be provided in due course, including to explain how the financial award was determined.