

Mr David Welsh

Notice Pay

5. The complaint of breach of contract in relation to notice pay is well-founded.

6. The respondent shall pay the claimant £7937.40 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Redundancy Payment

7. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of £17,682.50.

Protective award

8. The Tribunal declares that the respondent has failed to comply with the collective redundancy obligations of section 188 of TULR(C)A 1992 and the claimant is ordered a protective award of £7937.40. **The start date of the protected period is 13 April 2023 and the number of days of the award is 90 days.**

CORRECTED REASONS

This information was omitted from the original judgment.

Employment Judge Rice-Birchall
Date: **15 February 2024**

JUDGMENT & REASONS SENT TO THE PARTIES ON
15 March 2024

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FOR THE TRIBUNAL OFFICE

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.

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oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>