



EMPLOYMENT TRIBUNALS

Claimant: Miss S Ryan

Respondent: Thomas Demings (formerly trading as Oven Door)

HELD AT: Liverpool

ON: 6 April 2023

BEFORE: Employment Judge Johnson

REPRESENTATION:

Claimant: Unrepresented

Respondent: Mrs L Demings (respondent's daughter)

JUDGMENT

The judgment of the Tribunal is that:

- (1) The claimant was an employee of the respondent from 13 August 2013 until 8 May 2022.
- (2) The respondent transferred the business known as Oven Door to his employee Hayley Wright on 9 May 2022. The claimant's employment transferred to Ms Wright on this date, and she remained as the claimant's employer until the claimant resigned.
- (3) The claimant gave notice of her resignation on 13 May 2022 and her effective date of termination of employment was 21 May 2022.
- (4) The claimant's employment was not terminated by the respondent, and he was not her employer at the time she submitted her notice of resignation to Ms Wright on 13 May 2022.
- (5) There was no prospect of the claimant being made redundant by Ms Wright when she submitted her notice of resignation.
- (6) Consequently, the claimant's complaint seeking a redundancy payment is not well founded, which means that it is unsuccessful.

Employment Judge Johnson

Date 6 April 2023

JUDGMENT SENT TO THE PARTIES ON
30 September 2024

FOR THE TRIBUNAL OFFICE

Note

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.