



EMPLOYMENT TRIBUNALS

Claimant: Glen Shields
Respondent: North Hope Limited
On: 02 September 2024
At: Newcastle Employment Tribunal (remotely by CVP)
Before: Employment Judge Sweeney

Appearances
For the Claimant, In person,
For the Respondent, No attendance

JUDGMENT

1. The Claimant's claim for a redundancy payment under section 163 Employment Rights Act 1996 is well-founded and succeeds.
 - 1.1. The Respondent is ordered to pay the Claimant a redundancy payment of **£6,964.74 (six thousand nine hundred and sixty-four pounds and seventy-four pence)** [calculated as follows: £386.93 gross weekly pay x 1.5 x 12 years' service].
2. The ET1 having been presented on **03 June 2024**, the claims for breach of contract (notice pay) and for failure to pay outstanding holiday pay on termination of employment were presented out of time and the Claimant has not shown that it was not reasonably practicable to present the claim within the statutory time period. Therefore, as the Tribunal does not have jurisdiction to adjudicate on them, those claims are dismissed.

Employment Judge Sweeney

Date: 02 September 2024

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any 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/>