



EMPLOYMENT TRIBUNALS

Claimant: Mr P Lowes

Respondent: Platinum Windows NE Limited

On: 16 September 2024

At: Newcastle Employment Tribunal (remotely by CVP)

Before: Employment Judge Sweeney

Appearances

For the Claimant, In person,

For the Respondent, Tracy Jane Parker, director

JUDGMENT

1. The Claimant was not continuously employed under a contract of employment for a period of at least two as at the effective date of termination of his employment on 09 April 2024. Therefore, the Tribunal does not have jurisdiction to determine the Claimant's claim for unfair dismissal and for a redundancy payment under section 163 Employment Rights Act 1996. Those claims are dismissed.
2. The Claimant's claim for wrongful dismissal (failure to give/pay notice) is well-founded and succeeds.
 - 2.1. The Respondent is ordered to pay the Claimant the net sum of **£600**.

Employment Judge Sweeney

Date: 16 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/>