



EMPLOYMENT TRIBUNALS

Claimant: Miss L. Bermingham

Respondent: The Sidmouth Club

Heard at: Exeter (in private, by telephone)

On: 25 September 2024

Before: Employment Judge Smail

Appearances

For the Claimant: In person,

For the Respondent: Mr Salter, Treasurer

It is the Respondent's case that redundancy was the reason for the dismissal. The Respondent no longer had a need, they say, for a paid Bar Steward, replacing the duties with volunteers. They had received advice that this was not a redundancy situation because the duties were nonetheless performed albeit by volunteers. This seemed wrong to the Judge. There was a reduction in the need for *employees* to perform the role. Hence a redundancy payment is due. This is without prejudice to the Claimant's case that the dismissal was unfair and discriminatory.

PRELIMINARY HEARING JUDGMENT

The Respondent must pay the Claimant a redundancy payment of £969.18 within 14 days.

**Employment Judge Smail
25 September 2024**

Sent to the parties on
11 October 2024 By Mr J McCormick

For the Tribunal Office