



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Payne

**Respondent:** Indigo Service Solutions Limited

**Heard at:** London South (by video)

**On:** 29 January 2025

**Before:** Employment Judge Evans  
Mr Hutchings  
Mr Townsend

## Representation

**Claimant:** did not attend

**Respondent:** Mr Brown, counsel

# JUDGMENT

1. The Tribunal makes no order for reinstatement or re-engagement.
2. The respondent shall pay the claimant a compensatory award of **£3957.28** in respect of her complaint of unfair dismissal which was found to be well-founded by a judgment sent to the parties on 30 July 2024.
3. The respondent is not ordered to pay the claimant a basic award. This is because she was dismissed by reason of redundancy and received a correctly calculated statutory redundancy payment.

**Note** that the above sum is the actual sum payable to the claimant after any deductions or uplifts have been applied.

Employment Judge Evans

Approved on: 29<sup>th</sup> January 2025

Judgment sent to the parties on:

Date: 31<sup>st</sup> January 2025

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.

### **Public access to employment tribunal decisions**

All judgments (apart from those under rule 52) and any reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>