



EMPLOYMENT TRIBUNALS

Claimant: Mrs Neressa Poole

Respondent: Terence Andrew Limited

Heard at: East London (by CVP)

On: 24 March 2025

Before: Employment Judge Freshwater

Representation
Claimant: Mr P Gnatzy (solicitor)
Respondent: Did not appear and was not represented.

JUDGMENT

1. The claimant was dismissed by way of redundancy.
2. The claimant's claim for notice pay (breach of contract) is well-founded and succeeds.
3. The claimant's complaint of failure to pay redundancy payment contrary to section 135 of the Employment Rights Act 1996 is well-founded and succeeds.
4. The respondent is ordered to pay the claimant the sum of £6,984.00 (gross) in respect of notice pay.
5. The respondent is ordered to pay the claimant £14,841.00 (gross) in respect of the redundancy payment.
6. The total amount that the respondent must pay the claimant is £21,825.00 (gross).

Approved by:
Employment Judge Freshwater
Dated: 24 March 2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments

are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/