



EMPLOYMENT TRIBUNALS

Claimant: Ms Z Massingham

Respondent: Regency Law Possessions Ltd

Heard at: London South (by CVP)

On: 24-25 April 2025

Before: Employment Judge Emery

REPRESENTATION:

Claimant: Mr K Massingham (husband)

Respondent: Mr A Khan (company owner)

JUDGMENT

The judgment of the Tribunal is as follows:

The respondent

1. By agreement with the parties, under Rule 35 of the Employment Tribunal Procedure Rules 2024 the respondent's name is amended to that of the claimant's employer, Regency Law Possessions Ltd and Mr Ahmed Khan is removed as a party.

Breach of contract – pension payments

2. The complaint of breach of contract in relation to the failure to pay into a pension scheme employer's pension contributions is well founded. The respondent failed to pay pension contributions for the period October 2018 to April 2024, the sum of **£1,792.50**.

Redundancy Payment

3. Under section 163 Employment Rights Act 1996 it is agreed by the parties that the claimant is entitled to a redundancy payment of **£1,875.00**.

Unfair Dismissal

4. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
5. The respondent shall pay the claimant a sum to reflect the two weeks it would have taken to undergo a redundancy process, two weeks', a compensatory award of **£375.00**.

Approved by:
Employment Judge Emery
25 April 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.