



# EMPLOYMENT TRIBUNALS

**Claimant:** K Bradley

**Respondent:** Tibard Laundry Services Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has failed to present a valid response on time and a determination can properly be made on the claim without a hearing in accordance with rule 21 of the Employment Tribunal Rules of Procedure 2013.
2. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£10,699.78** calculated as follows:
  - a. Weekly pay = £1,783.30 per month x 12 divided by 52 = £411.53
  - b. 18 years' service @ 1.5 weeks' pay for each full year worked age 41 or over
  - c. £411.53 x 26 weeks = £10,699.78.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£1,975.44** (16 accrued but untaken days carried over from 2022 + 8 days from 2023 = 24 days x £82.31 per day).
4. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£4,530.37** calculated as follows:
  - a. Weekly gross pay £411.53 x 12 weeks' statutory notice = £4,938.36
  - b. Less 50% of universal credit payments made to the claimant and his partner during the notice period.
  - c. The universal credit payments received were £282.34 (November 2023) and £533.63 (December 2023). Total sum received = £815.97 divided by 2 = £407.99
  - d. £4,938.36 - £407.99 = £4530.37

This has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as "Post Employment Notice Pay".

5. Consequently, the respondent must pay the claimant the total gross sum of **£17,205.59**.
6. The claimant should not attend the hearing listed on **20 December 2024**.

Employment Judge Tobin

Date: 16 December 2024

JUDGMENT SENT TO THE PARTIES ON

17 December 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2403388/2024**

Name of case: **Mr K Bradley** v **Tibard Laundry Services Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: **17 December 2024**

**the calculation day** in this case is: **18 December 2024**

**the stipulated rate of interest** is: **8% per annum**.

Miss D Crowther  
For the Employment Tribunal Office