



# EMPLOYMENT TRIBUNALS

**Claimant:** Lucy May Grimston

**Respondent:** Carla Abram

**Heard at:** Middlesbrough Employment Tribunal

**On:** 1 May 2025

**Before:** Employment Judge L Robertson

**Representation**  
**Claimant:** in person (Mrs Grimston, the claimant's mother, also  
in attendance)  
**Respondent:** no appearance or representation

## JUDGMENT

### Redundancy Payment

1. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of £1,020.

Note: I gave the incorrect figure for this award during oral Reasons, which was based on the claimant having been 23 years of age when her employment ended. The correct figure, using the correct age of 22 years, is stated at paragraph 1 above.

### Notice Pay

2. The complaint of breach of contract in relation to notice pay was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of breach of contract is therefore dismissed.

### Wages

3. The complaint of unlawful deduction from wages was not presented within the

applicable time limit. It was reasonably practicable to do so. The complaint of unlawful deduction from wages is therefore dismissed.

*L Robertson*

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Employment Judge L Robertson

Date signed: 15 May 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.

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

Judgments and 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/>