



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Raymond Donohoe

**Respondent:** (1) Buymyprint Limited (in liquidation)  
(2) The Secretary of State for Business & Trade (the SOS)

**Heard at:** Birmingham remotely via CVP **On: 1 August 2025**

**Before:** Employment Judge L Knowles

## Representation

**Claimant:** Mrs C Thomas (lay representative)  
**Frist Respondent:** No attendance  
**Second Respondent:** Mr P Soni (lay representative of SOS)

# JUDGMENT

1. The Claimant was an employee of the First Respondent at the time that it became insolvent. The Claimant had 13 years' service.
2. A week's pay for the purposes of the Employment Rights Act 1996 (ERA 1996) is £542.31.
3. The First Respondents annual leave year ran from 1<sup>st</sup> October.
4. The Claimant's claim for payments from the Second Respondent under Section 182 of the ERA 1996 is well founded.
5. The Claimant is entitled to a redundancy payment and for the purposes of s.170(1)(a) ERA 1996 the Tribunal declares that the First Respondent is liable to make an "employer's payment" to the Claimant within the meaning of section 166(2)(a) ERA, namely a redundancy payment.
6. The employer's payment in the sum of **£10,575.05** is payable by the Second Respondent.
7. On a complaint against the Second Respondent under section 188 ERA for payments under section 182 of that Act, the Tribunal declares pursuant to Section 182 and Section 184 (a) Employment Rights Act 1996 that the Second Respondent ought to make a payment to the Claimant of arrears of pay in the sum of **£1,410.00**.
8. On a complaint against the Second Respondent under section 188 ERA for payments under section 182 of that Act, the Tribunal declares pursuant to

Section 182 and Section 184 (b) Employment Rights Act 1996 that the Second Respondent ought to make a payment to the Claimant of notice pay in the sum of **£6,507.72**.

9. On a complaint against the Second Respondent under section 188 ERA for payments under section 182 of that Act, the Tribunal declares pursuant to Section 182 and Section 184 (c ) Employment Rights Act 1996 that the Second Respondent ought to make a payment to the Claimant of holiday pay in the sum of **£2,104.12**.

Approved by:

**Employment Judge L Knowles**

**7 August 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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)