



EMPLOYMENT TRIBUNALS

Claimant: Mr. P. Woods

Respondent: Fairways Lodge Limited

Heard at: Manchester (by telephone)

On: 22 October 2025

Before: Judge Callan (sitting alone)

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

The Employment Tribunals Procedure Rules 2024 – Rule 22

1. The claim was issued on 1 June 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made in accordance with Rule 22 of the Procedure Rules.
2. The complaint that the claimant was dismissed by reason of redundancy on 28 March 2025 and is owed a redundancy payment succeeds.
3. Further, his complaint that the respondent failed to undertake consultation with the affected employees in accordance with the statutory provisions is well-founded. The claimant was one of 27 employees made redundant by the respondent on or about 28 March 2023. Accordingly, his application for a protective award under section 189(3) of the Trade Union and Labour Relations (Consolidation) Act 1992 succeeds.
4. The respondent, having not presented a response to the claims, has not offered any mitigation and that being the case, 90 days maximum protective award is appropriate. The protected period commenced on 27 February 2025.

5. The respondent shall pay the claimant the following sums:

(1) Statutory redundancy payment of **£6,110**

(2) Protective award of **£6,043**.

Total awarded: £12,153.

Judge Callan

Date 22 October 2025

JUDGMENT SENT TO THE PARTIES ON

9 December 2025

FOR THE TRIBUNAL OFFICE

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6020373/2025**

Name of case: **Mr P Woods** v **Fairways Lodge 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: 9 December 2025

the calculation day in this case is: 10 December 2025

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

For the Employment Tribunal Office