



EMPLOYMENT TRIBUNALS

Claimant: Mr Anup Shrestha

Respondent: Cotsworld Facilities Company Ltd

Heard by video at London South **On:** 12 May 2026

Before: Employment Judge Corrigan

Appearances

For the claimant: Mr A Lloyd, Solicitor

For the respondent: Mr I Gitau (Director), assisted by his Accountant (Ms M Waihenya)

Response not entered but respondent was allowed to participate, with the agreement of the claimant

JUDGMENT

1. The claimant is entitled to a redundancy payment of £11,003.85 (16.5 weeks x weekly pay of £666.90). The 16.5 weeks is based on the claimant's age being 46 years and the length of service being 14 years.
2. Weekly pay of £666.90 is calculated by multiplying 54 (average weekly hours over the 12 weeks ending with the notice of redundancy) x £12.35.
3. The above figures were agreed by both parties.

Approved by
Employment Judge Corrigan
Date: 12 May 2026

Sent to the parties on:
Date: 20 May 2026

Note

Written reasons will not be provided unless 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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunals

tribunal-decisions.

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/>