



EMPLOYMENT TRIBUNALS

Claimant: Mrs. Jemma Garton

Respondent: Tal.Ai Limited

Hearing: Public Hearing

Heard at: London South ET (by video/CVP)

On: 24 April 2025

Before: Employment Judge Tinnion

Appearances: For Claimant: In person
For Respondent: No attendance or representation

JUDGMENT

1. The name of the Respondent is amended to Tal.Ai Limited.
2. The Claimant's claim for a statutory redundancy payment under s.163(1) of the Employment Rights Act 1996 is well founded.
3. The Claimant's breach of contract claim seeking notice pay is well founded.
4. The Respondent shall pay the Claimant the total sum of £5,777.89 without deduction or withholding.

REASONS

5. The Tribunal calculated the Claimant's statutory redundancy payment entitlement at £4,999.93 (13 years continuous employment x £384.61 gross/week) and her notice pay entitlement at £3,777.96 (12 weeks' notice entitlement x £314.83 net/week). Against those sums the Claimant was required to, and did, give credit for a total payment of £3,000 to her in part satisfaction of those sums (£1,500 paid on about 31 July 2024, £1,500 paid on about 31 August 2024).
6. Reasons for the decisions above were given orally at the hearing. The parties may request written reasons for those decisions within 2 weeks of receipt of a copy of this Judgment (taken to be the date a copy of this Judgment is sent to the parties). Absent a timely request for written reasons, written reasons will not be provided unless requested by the Employment Appeal Tribunal or a competent court.
7. A copy of this Judgment will be published online after it has been sent to the parties.

Approved (electronically): EJ Tinnion

Date of approval: 24 April 2025