



EMPLOYMENT TRIBUNALS

Claimant: Rose-Marie Gardner

Respondent: SBands Limited

JUDGMENT

PURSUANT TO RULE 22 OF THE EMPLOYMENT TRIBUNALS RULES OF PROCEDURE 2024

- (1) The claim for a statutory redundancy payment is well founded and succeeds. The Respondent is ordered to pay a redundancy payment in the sum of **£7,117.60**.

REASONS

1. The Claimant presented an ET1 against the Respondent on **28 May 2026**. The claim was served on the Respondent at its registered office. A Response was due by **20 August 2026** but none was returned.
2. Under rule 22 of the Tribunal Rules of Procedure 2024 where on the expiry of the time limit in rule 17 no response has been presented and no application for a reconsideration is outstanding, an employment Judge must decide whether on the available material, a determination can properly be made of the claim or part of it. If there is, the judge must issue a judgment, otherwise a hearing must be fixed before a judge alone.
3. The Claimant was employed by the Respondent as bar staff from 31 August 1996 to 04 May 2026. On that date, the establishment at which she worked, namely the Earl Grey Inn, suddenly closed and her employment was terminated.
4. She was paid £254.20 a week gross. At the time of dismissal, she was 57 years old and had been continuously employed for 29 years.
5. I was satisfied that I had sufficient information to issue a judgment under rule 22 of the ET Rules. The redundancy calculation is: 4 years x 1 weeks+ 16 x 1.5 weeks = 28 weeks' pay = £7,117.60.

Case number: 2501362/2026

Approved by:

Employment Judge Sweeney

28 August 2026