



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr S Harrison

v

Mist Elimination Technologies Limited
(in liquidation)

Heard at: Norwich (by telephone)

On: 6 April 2020

Before: Employment Judge Postle

Appearances

For the Claimant: In person **For the Respondent:** No connection made via Judicial Telephone Conference

COVID-19 Statement on behalf of Sir Ernest Ryder, Senior President of Tribunals

This has been a remote hearing which has been consented to / not objected to by the parties. The form of remote hearing was (A) by telephone. A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing. The Order made is described at the end of this document.

JUDGMENT

1. The requirements for the Claimant to carry out work of a particular kind for the Respondent had ceased as the business ceased trading on 9 July 2019 when the Claimant was texted by the Respondent confirming redundancy.
2. The Claimant is therefore entitled to a redundancy payment based on his age of 32 years and four complete years of employment. The Respondents are Ordered to pay a redundancy payment in the sum of **£816**.
3. The Claimant was dismissed without notice; the Respondents are therefore in breach of contract and the Respondents are Ordered to pay 4 weeks' notice net pay in the sum of **£784**.

Employment Judge Postle

Date: 03/06/2020

Sent to the parties on: 03/06/2020

J Marlowe
For the Tribunal Office

Note

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.