



# EMPLOYMENT TRIBUNALS

BETWEEN

and

**Claimant**  
**Mr J. Williams**

**Respondent**  
**Enlightened Lighting Ltd**

**Held at: Exeter by Video**

**On: 6 and 7 July 2021**

**Before: Employment Judge Smail**

## **Appearances**

**Claimant:** Mr T. Ledwitch (lay representative)

**Respondent:** Mr S. Marcus (managing director)

## **JUDGMENT**

1. The Claimant was procedurally unfairly dismissed.
2. No compensation for unfair dismissal is ordered because the basic award is cancelled out by the redundancy payment already made and no financial losses flow.
3. The Respondent must pay the Claimant the shortfall of the notice payment in the sum of £267.82 within 14 days.

**Employment Judge Smail**

**Date: 07 July 2021**

Judgment sent to the Parties: 15 July 2021

FOR THE TRIBUNAL OFFICE