



EMPLOYMENT TRIBUNALS

Claimant: Mr S Gooch
Respondent: ACTS Group Ltd (in voluntary liquidation)
Heard at: Newcastle Employment Tribunal (remotely by video hearing)
On: 01 February 2024
Before: Employment Judge Sweeney

Appearances

For the Claimant, In person
For the Respondent, No attendance or representation

JUDGMENT

1. The claim for a statutory redundancy payment is well founded and succeeds.
2. The following claims are dismissed on the basis that the tribunal does not have jurisdiction to adjudicate on them as they were presented outside the relevant statutory time limit in circumstances where the Claimant has not shown that it was not reasonably practicable to have presented the claims within the relevant period:
 - 2.1. A claim for unlawful deduction of wages (arrears of pay) under section 23 Employment Rights Act 1996.
 - 2.2. A claim for failure to pay outstanding accrued holiday pay under regulation 30 of the Working Time Regulations.
 - 2.3. A claim for damages for breach of contract (notice pay) under the Extension of Jurisdiction Order 1994.

REMEDY

3. Statutory Redundancy Payment:

3.1. The Respondent is ordered to pay the Claimant a statutory redundancy payment in the sum of **£1,764.99**. This has been calculated as follows:

- 3.1.1. Gross weekly wage: **£588.33**
- 3.1.2. Age of date of dismissal: **65**
- 3.1.3. Number of complete years' continuous employment:

$$£588.33 \times 1.5 \times = \mathbf{£1,764.99}$$

Employment Judge **Sweeney**

Date: 6 February 2024

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>