



EMPLOYMENT TRIBUNALS

Claimant: Fiona Digby

Respondent: West Cambs Federation CIC (in liquidation)

Heard at: Watford (video hearing) **On:** 25 November 2024

Before: Employment Judge Housego

Representation

Claimant: in person

Respondent: appearance not entered

JUDGMENT

The Respondent is ordered to pay to the Claimant a protective award of £2,975.20.

REASONS

1. The Respondent closed and made all its employees redundant. It did this on 09 January 2024 via a Teams meeting for all its employees. The dismissal of all the employees, who numbered over 100, was immediate and without consultation.
2. The Respondent was then placed into creditor's voluntary liquidation.
3. The liquidators provided all the information necessary for the government department to pay to the Claimant her redundancy payment, notice pay and holiday pay, and she has received these sums.
4. This claim is therefore limited to a claim for 45 days' pay as a protective award.
5. At the start of the hearing I telephoned one of the two liquidators, Katherine Merry of PEM, who consented to the claim being heard.
6. As there was no notice of redundancy for a cohort exceeding 100, I make a protective award of 45 days' pay. The period is 10 January 2024 – 23 February

2024.

7. 45 days is 6 weeks and 3 days. The Claimant's salary was £1,910 pcm. She worked 30 hours a week over 4 days a week. That is £440.77 weekly. Multiplied by 6 = £2644.62. 3 days' pay is £330.58 ($(£440.77 \div 4) \times 3$). This totals £2,975.20.
8. I order the Respondent to pay this sum to the Claimant.

Employment Judge Housego

Date 25 November 2024

JUDGMENT & REASONS SENT TO THE PARTIES ON

03/01/2025

FOR THE TRIBUNAL OFFICE



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