



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr U Bangura**

**v**

**Vary Recruitment Limited**

**Heard at:** London Central

**On:** 16 February 2022

**Before:** Employment Judge E Burns

## **Representation**

**For the Claimant:** In person

**For the Respondent:** No appearance

## **JUDGMENT**

The Respondent is ordered to pay the following to the Claimant:

- Notice pay of **£3,684.36**. This is a gross figure and should be paid less deductions for tax and NI contributions
- Redundancy pay of **£3,228.00** which should be paid tax free.

## **REASONS**

- (1) The Claimant was employed as a Security Guard for Chanel in Harrods. He worked there from 2 October 2013. And was employed by the respondent, a company with registered company number SC358385.
- (2) The Claimant was placed on furlough from 23 March 2020 onwards. He received furlough pay for the period from April 2020 to 28 August 2020. After this date however, the Respondent stopped paying him and he received no further communication from the Respondent despite trying to get in touch with it.

- (3) According to Companies House, the Respondent is still trading.
- (4) The Respondent has failed to present a Response to the Claim and did not attend today's hearing.
- (5) The Claimant believes that he had been made redundant. I have treated the Claimant as having been dismissed with effect from 28 August 2020 and calculated what his entitlements on termination using that as the effective date of termination.
- (6) The Claimant's date of birth is 25 May 1980 and so was aged 40 at the time of his redundancy. He had six complete years of service when his employment ended. He worked 10 hours and 55 minutes per day, five days per week at the rate of £11.25 per hour. This gives a gross weekly pay rate of £614.06. He was entitled to 6 weeks' notice.
- (7) The calculations are as follows:
  - Notice payment of  $6 \times £614.06 = £3,684.36$
  - Redundancy payment of  $6 \times £538$  (applying the statutory weekly cap) = £3,228.00

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**Employment Judge E Burns**

**16 February 2022**

Sent to the parties on:

17 February 2022

For the Tribunal: