



EMPLOYMENT TRIBUNALS

Claimant: Mrs C O'Donovan

Respondent: MSP Legal Services LLP

JUDGMENT

1. The claim for a statutory redundancy payment is well founded and succeeds. The Respondent is ordered to pay the Claimant a redundancy payment in the sum of **£6,077.05**.
2. The claims for arrears of pay, holiday pay and notice pay shall proceed to a hearing.

REASONS

3. The Claimant was employed by the Respondent from **07 July 2003 to 05 April 2023** when she was dismissed without prior warning or notice by reason of redundancy. Following an initial rejection, her Claim Form was treated as having been presented on **07 August 2023**. In that Claim Form, the Claimant claimed a statutory redundancy payment, damages for wrongful dismissal (notice pay), outstanding holiday pay and arrears of pay.
4. Different time limits apply in the case of redundancy payment claims (initially 6 months from dismissal) and the other claims referred to above (3 months from the relevant dates).
5. Some further information is required from the Claimant in relation to the claims of arrears of pay, holiday pay and notice, relating to whether those claims are in time. As regards the claim for redundancy pay, however, those considerations do not arise.
6. The Claimant was 72 years old at the date of dismissal and she had worked for 19 complete years. Her gross weekly pay was £213.23.
7. The Claim is not disputed. Her employment was terminated by reason of redundancy. I was satisfied that I had sufficient material to properly determine that claim and that it was appropriate for a judgment to be issued to that effect. The amount of redundancy pay is $£213.23 \times 1.5 \times 19 = \mathbf{£6,077.05}$.

Employment Judge **Sweeney**

Date: 22 December 2023