



## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4106006/2022 (V)

Final Hearing held at Glasgow ET (via video/CVP) on 6 March 2023

Employment Judge Tinnion

Mrs. Audrey Donovan

Claimant  
In Person

Lighthouse Stores (Kilmarnock) Ltd.

Respondent  
No attendance

### JUDGMENT

1. The Claimant's claim for a statutory redundancy payment under s.164(2)(c)-(d) of the Employment Rights Act 1996 is well founded.
2. The Claimant's claim for breach of contract (seeking 12 weeks notice pay) is well founded.
3. The Claimant's holiday pay claim under s.13(1) of the Employment Rights Act 1996 and reg 14(2) of the Working Time Regulations 1998 is well founded.
4. The Respondent shall pay the Claimant the sum of £7,603.12, consisting of:
  - a. redundancy payment - £4,900.50 (aged 56 at EDT on 1 September 2022, 23 years continuous employment, £178.20 weekly gross pay); plus
  - b. notice pay - £2,085 (12 weeks x £173.75 weekly net pay); plus
  - c. holiday pay - £617.62 (11.85 days unused annual leave accrued over 22 week period 1 April 2022 – 1 September 2022, payable at £52.12 net/day).

### NOTE

1. Judgments are published online after they have been sent to the parties.
  
2. Reasons for the Judgment having been given orally at the final hearing, written reasons will not be provided unless a request is made by either party at that  
5 hearing or within 14 days of the sending of the written record of the decision. If  
no such request is received, the Tribunal will provide written reasons for the  
decision only if requested to do so by the Employment Appeal Tribunal or a court.

Employment Judge: Antoine Tinnion

Date of Judgment: 06 March 2023

10 Entered in register: 07 March 2023  
and copied to parties