



EMPLOYMENT TRIBUNALS

Claimant: Mr Alan Moore
Respondent: Furniture Transport Solutions Limited
Heard at: Nottingham
On: Monday 2 December 2024
Before: Employment Judge Clark (sitting alone)

Representation

Claimant: Mr A Moore in person
Respondent: Did not attend and was not represented.

JUDGMENT

1. The claim of breach of contract **succeeds**. The claimant was contractually entitled to a minimum of 5 weeks' notice of termination. The respondent terminated the claimant's employment without notice, paying only 4 weeks' pay in lieu of notice.
2. The respondent shall pay the claimant damages for breach of contract assessed in the sum of **£550**.
3. The claim of unfair dismissal **succeeds**. The claimant was dismissed for the potentially fair reason of redundancy, but the dismissal was unfair.
4. The respondent having paid the statutory redundancy payment, shall now pay the claimant further compensation for unfair dismissal assessed in the net sum of **£3,850** and made up of: -
 - a. Loss of earnings of **£3,300** net.
 - b. Compensation for loss of statutory rights assessed in the sum of **£550**.

5. The recoupment provisions do **not** apply to the facts of this claim. (Regulation 4(8) of the Employment Protection (Recoupment of Benefits) Regulations 1996).

Employment Judge Clark

Date: 2 December 2024

JUDGMENT SENT TO THE PARTIES ON

.....03 December 2024.....

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FOR THE TRIBUNAL OFFICE

Notes

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/>