



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Fricker  
**Respondent:** Carisma Trading Limited  
**Heard at:** East London Hearing Centre (via CVP and telephone)  
**On:** 20 July 2023  
**Before:** Employment Judge John Crosfill

## Representation

**Claimant:** Anthony Fricker  
**Respondent:** Royston Argent

# JUDGMENT

UPON the Respondent admitting that the Claimant was dismissed for the reason of redundancy as defined in Section 139 of the Employment Rights Act 1996 and accepting the particulars given in respect of date of birth, length of service and rate of pay.

1. It is declared that the Claimant was dismissed by the Respondent by reason of redundancy on 12 January 2023 and that she is entitled to a redundancy payment pursuant to section 135 of the Employment Rights Act 1996.
2. The redundancy payment to which the Claimant is entitled in accordance with section 162 of the Employment Rights Act is calculated as follows:
  - a. The period of continuous employment for the purposes of Sub-section 162(1) is from 1 July 2000 to 12 January 2023 being 22 full years but being capped at 20 years in accordance with Sub-section 162(3).
  - b. The Claimant was born on 14 February 1959 and accordingly for the 20 years of employment commencing from 12 January 2003 she was over the age of 41.

- c. The appropriate amount is therefore  $20 \times 1.5 \times$  one week's pay.
  - d. The parties agree that the Claimant was paid £204.25 per week.
  - e. The amount of the redundancy payment is therefore **£6,127.50**.
3. The Respondent is ordered to pay the Claimant the sum of £6,127.50 by way of a statutory redundancy payment.

**Employment Judge Crosfill**  
**Dated: 20 July 2023**