



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**

Mrs A Oliphant

**and**

**Respondents**

(1) Mrs S Wadsworth the  
personal representative of the  
estate of Michael Beardsley  
(deceased)

(2) Mrs Lindsay Gande

**Held at:** Exeter

**On:** 15 and 16 July 2021

**Before:** Employment Judge Smail

**Appearances**

**Claimant:** Mr K. McNerney (Counsel)

**First Respondent:** Mrs S. Wadsworth (in person)

**Second Respondent:** Mrs L. Gande (in person)

## JUDGMENT

1. The Claimant's employer at the time of her dismissal was the First Respondent, the estate of Michael Beardsley (deceased).
2. The First Respondent must pay the Claimant a redundancy payment of £8,374.20 and a notice payment of £3,093.72.
3. The First Respondent must pay the Claimant the total sum of £11,467.92 within 14 days from the estate of Michael Beardsley (deceased).

*Full oral reasons were given at the hearing. If any party requires written reasons for the Judgment, they must apply in writing to the Tribunal within 14 days of this Judgment being sent to the parties.*

**Employment Judge Smail**

**Date: 15 July 2021**

Judgment sent to the Parties: 21 July 2021

FOR THE TRIBUNAL OFFICE