



SPECIALIST JOINERY LIMITED

Bespoke Specialists in all Hardwood & Softwood Joinery



Redundancy - Dismissal letter (SHORT SERVICE ONLY)

Samuel Chimes
25 Manor Orchard
Harbury
Leamington Spa CV33 9LZ

26th July 2024

Dear Samuel,

As discussed, there has been an identifiable reduction in the demand for our products and services, which means that the Company has had to consider a range of cost-cutting measures. We have explored alternatives to your redundancy. Unfortunately none have been forthcoming, nor have any alternative jobs been identified for which you could be considered.

When the Company employed you it was anticipated that your position would be permanent, but unfortunately, as discussed, the current economic climate has resulted in a reduction in the need for your work as Wood Machinist.

As a consequence, I am writing to confirm that you are to be made redundant, notice of this dismissal being given today. You are entitled to 2 week's notice, therefore your employment will end on 9th August 2024.

You will receive pay for any holiday accrued but not taken.

You are entitled to a statutory redundancy payment of £1,152.00 as per the attached calculation.

You have the right to appeal against this decision and if you wish to do so you should write to Richard Hayhoe, Director, within five working days from receipt of this letter.

Thank you for your contribution to the Company, and I wish you every success in finding suitable alternative employment as soon as possible.

Yours sincerely

Martin O'Brien
Director

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Redundancy Calculation

2 years continuous service. (Start date 01/08/2022)

Statutory redundancy entitlement is = 3 weeks.

Weekly pay = £384.00

£384.00 multiplied by 3 weeks = £1,152.00