



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
MR G WILLIAMS

Respondent
MR D JONES AND MR G JONES, A
PARTNERSHIP TRADING AS D JONES & SON

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: MOLD CROWN
COURT

ON: 6TH AND 7TH FEBRUARY 2019

EMPLOYMENT JUDGE: R F POWELL

APPEARANCES: -

FOR THE CLAIMANT:-

Mr Williams, lay representative of his father

FOR THE RESPONDENT

Mr G Jones, partner

JUDGMENT

The judgment of the Tribunal is that:

- (1) The claim for a redundancy payment is dismissed upon withdrawal.
- (2) The claim for notice pay is dismissed upon withdrawal.
- (3) The Respondent unfairly dismissed the Claimant on the 16th December 2018.
- (4) The Claimant has received his statutory redundancy payment from the Respondent in respect of his dismissal accordingly he is not entitled to a basic award.
- (5) Had the respondent acted fairly, the Claimant would have been dismissed on the 16th December 2018 accordingly, it is not just and equitable to make a compensatory award.

(6) The claim for a protected award is well founded and the Respondent is ordered to pay compensation to those persons who were employees of the Respondent on the 16th December 2018 and have not entered into a settlement agreement with the Respondent in respect of their entitlement to this protective award by the date of this judgment, in the sum equivalent to sixty days pay.

(7) The claim for unlawful deductions from wages in respect of one week's pay is not well founded and is dismissed.

(8) The claim for the failure to provided particulars of Claimant's terms and conditions of employment is not well founded and is dismissed.

**Judgment entered into Register
And copies sent to the parties on**

.....14 February 2019.....

**.....
for Secretary of the Tribunals**

EMPLOYMENT JUDGE Powell

Dated: 8th February 2019