



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr P Nicholls
(2) Mr Duncan
(3) Mr M Hodson
(4) Mr S Tait

Respondent: GEN Mechanical Services Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

First Claimant (Nicholls)

1. The Respondent has made an unauthorised deductions from the Claimant's wages and is ordered to pay him the net sum of £5,495.16.
2. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to him in the net sum of £4,176.34.
3. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £5,334.00.
4. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay him the sum of £1,312.52.
5. The hearing listed on 9 and 10 May 2019 is cancelled.

Second Claimant (Duncan)

6. The Respondent has made an unauthorised deductions from the Claimant's wages and is ordered to pay him the gross sum of £1,760.00.
8. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to him in the net sum of £1,348.20.
9. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £674.10.

Case No: 1404891/2018, 1404953/2018, 1404960/2018, 1404967/2018

10. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay him the sum of £560.00.
11. The hearing listed on 9 and 10 May 2019 is cancelled.

Third Claimant (Hodsoll)

12. The Respondent has made an unauthorised deductions from the Claimant's wages and is ordered to pay him the gross sum of £10,000.00.
13. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,200.00.
14. The hearing listed on 9 and 10 May 2019 is cancelled

Fourth Claimant (Tait)

15. The Respondent has made an unauthorised deductions from the Claimant's wages and is ordered to pay him the gross sum of £4,382.80.
16. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to him in the net sum of £3,692.15.
17. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £3,556.00.
18. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay him the sum of £1,768.00.
19. The hearing listed on 9 and 10 May 2019 is cancelled.

Employment Judge Livesey

Date: 28 February 2019