



EMPLOYMENT TRIBUNALS

First Claimant: Mr DW James
Second Claimant: Mrs G Maundrell
First Respondent: Elite Security Manned Guarding Limited
Second Respondent: Hammond Corporate Facilities Limited

Heard at: Bristol Employment Tribunal **On:** 28 August 2019

Before: Employment Judge J Bax

Representation

First Claimant: Mr Arnold (Lay Representative)
Second Claimant: Mrs Maundrell (In person)
First Respondent: Mr Huntley (Director)
Second Respondent: Did not attend

JUDGMENT

1. The claims against the First Respondent are dismissed.
2. The claims for redundancy payments against the Second Respondent are dismissed.
3. The Second Claimant's claim for unlawful deductions from wages against the Second Respondent is dismissed.
4. The Second Respondent unlawfully deducted wages from the First Claimant.
5. The Second Respondent, in breach of contract, dismissed the Second Claimant without giving notice.
6. The Second Respondent automatically unfairly dismissed the First and Second Claimants.

REMEDY

First Claimant's Claims

1. The Second Respondent is ordered to pay the First Claimant the gross sum of £92.05 in respect of his claim of unlawful deduction from wages.
2. The Second Respondent is ordered to pay the First Claimant the sum of £5,051.06 in respect of his claim of automatically unfair dismissal.

The First Claimant's award for automatically unfair dismissal is broken down as follows:

Basic Award:	£1,090.80
Compensatory Award	
Loss of earnings until new employment on 25 March 2019	
£1,839.04	
Loss of earnings from 25 March 2019 for 12 months	£1,447.68
Loss of employer's pension contribution	£81.49
Loss of statutory rights	£500
Total	£5,051.06

The Second Claimant's Claims

1. No separate award is made in respect of the Second Claimant's claim for breach of contract
2. The Second Respondent is ordered to pay the Second Claimant the sum of £3,371.24 in respect of her claim of automatically unfair dismissal

The Second Claimant's claim for automatically unfair dismissal is broken down as follows:

Basic Award:	£2,181.60
Compensatory Award	
Loss of earnings/notice pay	£689.64
Loss of statutory rights	£500
Total	£3,371.24

Case No: 1400375/2019 & 1400404/2019

Employment Judge J Bax

Date **28 August 2019**