



EMPLOYMENT TRIBUNALS

Claimants: Mrs J Tilley and Mr J Tilley

First Respondent: Redcar & District Working Men's Club & Institute

Second Respondent: The Workies (Redcar) Limited

HELD AT: Middlesbrough

ON: 18 July 2019

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimants: In person
First and Second Respondents: No attendance

JUDGMENT

The judgment of the Tribunal is:

1. The following claims made by both claimants against the second respondent, The Workies (Redcar) Limited are upheld:

- 1.1 unfair dismissal,
- 1.2 breach of contract for dismissal without giving notice required by section 86(1) of the Employment Rights Act 1996, and
- 1.3 failing to pay holiday pay due under regulation 14 of the Working Time Regulations 1998.

2. The claims made by both claimants against the second respondent for a redundancy payment are dismissed.

3. The Workies (Redcar) Limited must pay to Mrs J Tilley the following amounts:-

3.1 compensation for unfair dismissal in the sum of £5,844.31 (which is made up of a basic award of £1,526.85 and a compensatory award of £4,317.46).

3.2 damages for breach of contract in relation to notice of £939.60.

3.3 the sum of £206.71, being the amount due to Mrs Tilley under regulation 14 of the Working Time Regulations 1998 in respect of holiday.

4. The Workies (Redcar) Limited must pay to Mr J Tilley the following amounts:-

4.1 compensation for unfair dismissal in the sum of £3,644.47 (which is made up of a basic award of £939.60 and a compensatory award of £2,704.87).

4.2 damages for breach of contract in relation to notice of £626.40.

4.3 the sum of £238.03, being the amount due to Mr Tilley under regulation 14 of the Working Time Regulations 1998 in respect of holiday.

5. The recoupment regulations do not apply.

6. The claims made by both claimants against the first respondent are dismissed.

Employment Judge Aspden

Date 22 July 2019

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.