



# EMPLOYMENT TRIBUNALS

**Claimants:**  
1 Mr R Patten  
2 Mr M Verbeek  
3 Mr A Kazem-Malaki

**Respondents:**  
1 David Brosnan  
2 W2P Anaerobic Digestion

**Heard at:** Southampton                      **On:** 29 November 2019

**Before:** Employment Judge Hargrove

**Representation**

**Claimants:** In Person

**Respondents:** No attendance, contents of ET1 considered

## JUDGMENT

The Judgment of the Tribunal is as follows:

**1. The claimant Mr R Patten**

1.1 His claims of unpaid salary due on termination of his employment under section 13 (1) of the Employment Rights Act 1996 is well founded and pursuant to section 24 the first respondent is ordered to pay to this claimant the sum of £33,591.72.

1.2 His claim for holiday pay untaken and due at the termination of his employment is well founded and the first respondent is ordered to pay to him £2,603.

**2. The claimant Mr M Verbeek**

2.1 His claims of unpaid salary due on termination of his employment under section 13 (1) of the Employment Rights 1996 are well founded and pursuant to section 24 the first respondent is ordered to pay to him the sum of £29,292.91.

**Case Numbers: 1401231/2019, 1401237/2019 and 1402645/2019**

2.2 His claim for holiday pay due and untaken at the termination of employment is well founded and the first respondent is ordered to pay to him £1,869.57.

**3. The claimant Mr A Kazem-Malaki**

3.1 His claims of unpaid salary due on termination of his employment under section 13(1) of the Employment Rights Act 1996 are well founded and pursuant to section 24 the first respondent is ordered to pay to him the sum of £13,138.56.

4. The sums above are all gross sums due without deduction for tax and National Insurance, and if received by the claimants, the claimants will be responsible for notifying HMRC thereof.

Employment Judge Hargrove

Date: 12 December 2019

Judgment sent to parties: 8 January 2020

FOR THE TRIBUNAL OFFICE