



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr L Banks  
Mr A Roach

**Respondent:** DR Groundworks Ltd

**Heard at:** Southampton **On:** 22 January 2020

**Before:** Employment Judge Reed sitting alone

**Representation**  
**Claimants:** In Person  
**Respondent:** Mr P Whistler, Managing Director

## JUDGMENT

The Judgment of the Tribunal is that:

1. In relation to unfair dismissal,
  - (a) Mr Banks is awarded a basic award of £1,575 and a compensatory award of £500 to which the Recoupment Regulations do not apply.
  - (b) Mr Roach is awarded a basic award of £2,100 and a compensatory award of £500 to which the Recoupment Regulations do not apply.
2. In relation to holiday pay, each of the claimant's is awarded £250.
3. There is no award of compensation in relation to breach of contract.

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Employment Judge Reed

Date : 4 February 2020

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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.