



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr W Adshead & Others v **1) Aspray Transport Limited (in Administration)**
2) The Secretary of State for Business, Energy and Industrial Strategy

FINAL MERITS HEARING (CONDUCTED BY THE CLOUD VIDEO PLATFORM)

Heard at: **Birmingham**

On: **17 February 2021**

Before: **Employment Judge Perry**

Appearances

For the Claimants: **Ms N Toner (solicitor)**

For the Respondents: **no appearance**

JUDGMENT

1. The claimants' complaints against the second respondent are dismissed upon withdrawal.
2. The claimants' complaints pursuant to section 192 Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") against the first respondent are well founded.
3. The first respondent is ordered to pay to the claimants the sum identified in the schedule attached hereto by reference to the row in which their name appears and column headed "Balance Owed".
4. There is no order as to costs.

REASONS

- (1) This is a multiple claim against Aspray Transport Limited (in Administration) and The Secretary of State for Business, Energy and Industrial Strategy that was presented on 20 October 2020 following early conciliation between 18 and 23 September 2020.
- (2) It is made pursuant to s. 192 Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") namely the first respondent has failed, wholly or in part to pay a protective award.
- (3) It arises following an earlier decision of mine dated 10 June 2020 where I had understood the contents of which had been agreed and thus that was marked "consent judgment". The way I encapsulated that agreement was the subject of a subsequent dispute between the parties which was resolved by the Judgment being corrected on 18 July 2020. I am thus eager to ensure that any issue does not arise again.
- (4) On 10 November I directed the claim be listed for video hearing today (17 February 2021) before me, ordered the claimants to lodge amongst other matters a schedule of the sums claimed was lodged by the claimant's representatives and gave directions for trial. Those directions were subsequently varied.



- (5) A schedule (the Schedule) was subsequently lodged that was structured such that in the first few columns the title, fore- and sur-names of the various claimants were identified, in Column D, the claimant's gross weekly wage, Column E the protective award received by the claimant from the NI Fund, Column F the protective award the claimants respectively claim s/he was owed and Column G the balance of the sums claimed from the first respondent. Columns E, F & G are relayed in the Schedule below subject to the minor amendments I refer to below.
- (6) On 4 December 2020 an in time response was lodged by the second respondent indicating they were working with the other parties to hopefully resolve the claims without the need for judicial intervention but did not intend to appear at the final (merits) hearing.
- (7) No response was received from the first respondent and so I ordered a response not received notice be issued on 4 January 2021 against the first respondent.
- (8) The administrators of the first respondent helpfully confirmed by their email of 12 January that a judgment could be entered for the sums set out in the Schedule which was attached to the tribunal's email of 4 January 2021, and thereby for the avoidance of any doubt also gave consent.
- (9) By an email timed at 13:32 on Friday 12 February the claimant's representative lodged a slightly revised schedule to take into account payments received from the NI Fund and also adjusting in some cases, the headline sums claimed.
- (10) I identified the only apparent changes were that the sums sought against the first respondent had reduced as follows; Mr Davies (£-3,692.32), Mr Frain (£-3,153.84) and Mr Swann (£-2,342.87) and the payments from the NI Fund appeared to conclude the need for any involvement from the Secretary of State.
- (11) I instructed the Tribunal administrative staff to write to the parties on 15 February 2021 seeking that:-
- "... all parties could confirm by return that it is agreed that :-*
- 1) a judgment may be entered against the first respondent only for the sums set out in column G of the revised schedule send by the claimants' representatives on 12 February 2021 (attached) and*
- 2) the claim against the second respondent can be dismissed on withdrawal.*
- I will in any event assume in the absence of receiving objections from the parties by 4.00pm tomorrow (16 February 2021) that that is so."*
- (12) At 16:15 on 15 February 2021 the Employment Tribunal received an email from the claimant's representative thus
- "Further to our correspondence of 12.02.21 and the tribunal's correspondence of 15.02.21 we can confirm that the only changes to the spreadsheet were in respect of Davies, Frain and Swann for the sums set out in the tribunal's correspondence other than for Mr Swann which should read £2,790.40 rather than £2,342.87. These changes have changed the sums in column G accordingly."*
- (13) And the administrators at 16:58 the same day (15 February 2021) thus



“Please note that following a review of the amounts on the schedule provided for the new claims, against the Redundancy Payments Services’ payments, there are two differences, noted below:

<i>Carl Frain</i>	<i>RPS payment £2,610.64</i>	<i>Schedule £3,153.84</i>
<i>Robert Swann</i>	<i>RPS payment £2,592.64</i>	<i>Schedule £2,790.40”</i>

- (14) Neither addressed the confirmation that had been sought so I directed a response be sent as follows:-

*“The parties are to **expressly confirm** as requested that*

- 1) I may make the order I identified and*

The claimant’s representative to confirm that

- 2) given the sum sought in relation to Mr Swann is £1,695.17 that is a reduction of £2,342.87 **compared to the earlier schedule** in which the sum of £4,038.04 was sought (the difference quoted by Ms Toner arises from a difference in the Protective Award given £4,485.57 now sought which is higher and thus accounts for the difference) and*
- 3) to clarify the position with the administrators given the administrators email of 15 February 2021 timed at 16:58 where there is no mention of Mr Davies in this.*

If they cannot so confirm on all heads they will be expected to attend on Wednesday by CVP.”

- (15) A substantive response was not received from any party. Notwithstanding given the current pandemic that is unhelpful given the disparity over the figures claimed and that I was eager to ensure there was no duplication of the issue concerning the consent judgment of 10 June 2020.
- (16) Ms Toner attended the hearing by the Cloud Video Platform today, the representatives of the other parties did not. I was advised by them both that they did not intend to do so.
- (17) Ms Toner confirmed that the claimants were agreeable to the claim against the second respondent being dismissed upon withdrawal and the sums claimed were correct as set out in the second schedule. She told me she had attempted to contact the administrators to address them making no mention of Mr Davies in their email of 16:58, 15 February 2021 but had not been able to contact them.
- (18) In the light of the administrator previously having agreed to a judgment for the sums claimed and those sums now being reduced by the sums received from the NI Fund in relation to the three claimants named above and in the absence of receiving specific objections sought from the parties by 4.00pm on 16 February 2021 I am satisfied the claimants were employees, the first respondent had not paid in full the protective award and the order sought could be made. I determined the s.192 complaint against the first respondent was well founded and an award be made for the sums set in the revised schedule.



(19) I agreed form of words in the form of the judgment set out above with Ms Toner and she also agreed the contents of the Schedule below were correct.

THE SCHEDULE

Case No.	Title	First Name	Surname	Paid by RPO	90 day PA	Balanced owed
1309764/2020	Mr	Warren	Adshead	£4,304.00	£9,618.64	£5,314.64
1309765/2020	Mrs	Helen	Aston	£3,221.92	£5,179.24	£1,957.32
1309766/2020	Mr	Roy	Bailey	£3,461.60	£5,564.52	£2,102.92
1309767/2020	Mr	Christopher	Baker	£3,528.80	£5,672.55	£2,143.75
1309768/2020	Mr	Stephen	Baker	£2,338.48	£3,759.11	£1,420.63
1309769/2020	Mr	Christopher	Ball	£2,518.00	£4,047.69	£1,529.69
1309770/2020	Mr	Stephen	Ball	£4,304.00	£10,139.60	£5,835.60
1309771/2020	Mr	Glynn	Barnett	£3,461.52	£5,564.39	£2,102.87
1309772/2020	Mr	Peter	Bastable	£3,411.62	£5,484.18	£2,072.56
1309773/2020	Mr	Ryan	Bateman	£2,761.68	£4,439.40	£1,677.72
1309774/2020	Mr	Steven	Baxter	£3,692.32	£5,935.40	£2,243.08
1309775/2020	Mr	Mark	Bayley	£3,398.88	£5,463.70	£2,064.82
1309776/2020	Mr	Richard	Beamand	£2,920.00	£4,693.90	£1,773.90
1309777/2020	Mr	Stephen	Behcet	£3,692.32	£5,935.40	£2,243.08
1309778/2020	Mr	Steven	Belbin	£3,375.36	£5,425.89	£2,050.53
1309779/2020	Mr	Michael	Bennett	£3,692.00	£5,934.89	£2,242.89
1309780/2020	Mr	Philip	Berry	£3,677.90	£5,912.22	£2,234.32
1309781/2020	Mr	Matthew	Bissell	£3,461.52	£5,564.39	£2,102.87
1309782/2020	Miss	Rebecca	Bond	£2,620.00	£4,211.65	£1,591.65
1309783/2020	Mr	Sean	Brent	£3,538.40	£5,687.98	£2,149.58
1309784/2020	Mr	Robert	Brown	£3,076.88	£4,946.08	£1,869.20
1309785/2020	Mr	Colin	Bryan	£4,304.00	£21,021.08	£16,717.08
1309786/2020	Mr	Richard	Burgess	£3,615.20	£5,811.43	£2,196.23
1309787/2020	Mr	Stuart	Burgess	£4,304.00	£7,913.79	£3,609.79
1309788/2020	Mr	Andrew	Byres	£3,692.32	£5,935.40	£2,243.08
1309789/2020	Mr	Stuart	Caddick	£3,989.04	£6,412.38	£2,423.34
1309790/2020	Mr	Nathan	Cant	£4,304.00	£9,876.48	£5,572.48
1309791/2020	Mr	Ian	Charity	£4,304.00	£7,913.79	£3,609.79
1309792/2020	Mr	Christopher	Childs	£3,307.68	£5,317.10	£2,009.42
1309793/2020	Mr	Petr	Chladil	£4,304.00	£7,407.36	£3,103.36
1309794/2020	Mr	James	Chorley	£3,384.56	£5,440.68	£2,056.12
1309795/2020	Mr	Gary	Christopher	£3,840.00	£6,172.80	£2,332.80
1309796/2020	Mr	Mark	Clarke	£2,640.00	£4,243.80	£1,603.80
1309797/2020	Mr	Stewart	Clarke	£3,153.84	£5,069.80	£1,915.96
1309798/2020	Mr	Adrian	Collins	£3,615.20	£5,811.43	£2,196.23
1309799/2020	Mr	William	Connolly	£4,230.80	£6,801.01	£2,570.21
1309800/2020	Mr	Jason	Cook	£4,304.00	£7,666.49	£3,362.49



1309801/2020	Mr	Mark	Cooke	£3,682.16	£5,919.07	£2,236.91
1309802/2020	Mrs	Lisa	Cooper	£2,915.04	£4,685.93	£1,770.89
1309803/2020	Mr	Melvyn	Cooper	£3,153.84	£5,069.80	£1,915.96
1309804/2020	Mrs	Samantha	Cooper	£2,863.68	£4,603.37	£1,739.69
1309805/2020	Mr	Darren	Cox	£3,153.84	£5,069.80	£1,915.96
1309806/2020	Mr	Stuart	Crook	£2,871.04	£4,615.20	£1,744.16
1309807/2020	Mr	Gregory	Crozier	£3,000.00	£4,822.50	£1,822.50
1309808/2020	Mr	John	Dale	£4,304.00	£13,849.19	£9,545.19
1309809/2020	Mr	John	Daniels	£3,692.00	£5,934.89	£2,242.89
1309810/2020	Mr	Richard	Davies	£3,692.32	£5,935.40	£2,243.08
1309811/2020	Mr	Kevin	Dodge	£4,304.00	£6,918.68	£2,614.68
1309812/2020	Mr	Lee	Dodge	£3,154.00	£5,070.06	£1,916.06
1309813/2020	Mr	David	Dowdeswell	£2,746.40	£4,414.84	£1,668.44
1309814/2020	Mr	Ian	Downes	£1,970.40	£3,167.42	£1,197.02
1309815/2020	Mr	Ian	Downs	£3,692.32	£5,935.40	£2,243.08
1309816/2020	Mr	Connor	Dukes	£2,518.00	£4,047.69	£1,529.69
1309817/2020	Mr	Daniel	Dunkley	£4,000.00	£6,430.00	£2,430.00
1309818/2020	Mr	Nigel	Edwards	£4,025.97	£6,471.75	£2,445.78
1309819/2020	Miss	Susan	Edwards	£3,113.12	£5,004.34	£1,891.22
1309820/2020	Mr	Mark	Emsden	£4,230.80	£7,122.38	£2,891.58
1309821/2020	Mr	Aiden	Eustace	£3,375.36	£5,425.89	£2,050.53
1309822/2020	Mr	John	Evans	£3,461.52	£5,564.39	£2,102.87
1309823/2020	Mr	Neil	Farmer	£3,153.84	£5,069.80	£1,915.96
1309824/2020	Mr	Russell	Fellows	£2,512.00	£4,038.04	£1,526.04
1309825/2020	Mr	Stephen	Fletcher	£3,130.80	£5,032.76	£1,901.96
1309826/2020	Mr	Richard	Flippance	£3,538.40	£5,687.98	£2,149.58
1309827/2020	Mr	Manuel	Font Martinez	£3,835.60	£6,182.57	£2,346.97
1309828/2020	Mr	Graham	Foster	£4,224.00	£6,790.08	£2,566.08
1309829/2020	Mr	Scott	Foulds	£3,538.48	£5,688.11	£2,149.63
1309830/2020	Mr	Carl	Frain	£3,153.84	£5,069.80	£1,915.96
1309831/2020	Mr	Sean	Francis	£2,176.37	£3,498.51	£1,322.14
1309832/2020	Mr	Christopher	Fullard	£3,823.52	£6,146.31	£2,322.79
1309833/2020	Mrs	Julie	George	£2,654.88	£4,267.72	£1,612.84
1309834/2020	Mr	Colin	Gibbs	£4,304.00	£7,419.19	£3,115.19
1309835/2020	Mr	Mark	Gregg	£4,170.29	£8,655.68	£4,485.39
1309836/2020	Mr	Ian	Griffiths	£3,153.84	£5,069.80	£1,915.96
1309837/2020	Mr	Stephen	Guy	£3,073.84	£4,941.20	£1,867.36
1309838/2020	Mr	Daniel	Haddon	£3,384.56	£5,440.68	£2,056.12
1309839/2020	Mr	Stephen	Hadley	£3,461.52	£5,564.39	£2,102.87
1309840/2020	Mr	John	Hammond	£3,153.84	£5,069.80	£1,915.96
1309841/2020	Mr	Sidney	Hancocks	£3,461.52	£5,564.39	£2,102.87
1309842/2020	Mr	Neil	Hannify	£4,304.00	£9,892.30	£5,588.30
1309843/2020	Mr	Louis	Harewood	£3,835.60	£6,165.73	£2,330.13
1309844/2020	Mr	Brian	Harris	£3,295.82	£5,298.03	£2,002.21



1309845/2020	Mr	Dean	Harrison	£3,835.60	£6,165.73	£2,330.13
1309846/2020	Miss	Courtney	Haynes	£3,068.48	£4,932.58	£1,864.10
1309847/2020	Mr	David	Head	£2,036.08	£3,273.00	£1,236.92
1309848/2020	Mr	Mark	Hill	£4,153.84	£6,677.30	£2,523.46
1309849/2020	Mr	Anthony	Hinks	£3,823.52	£6,146.31	£2,322.79
1309850/2020	Mr	David	Hinton	£3,461.52	£5,564.39	£2,102.87
1309851/2020	Mr	Paul	Hodder	£3,692.32	£5,935.40	£2,243.08
1309852/2020	Mr	Mark	Hodkinson	£3,538.48	£5,688.11	£2,149.63
1309853/2020	Mrs	Sandra	Hook	£2,915.04	£4,685.93	£1,770.89
1309854/2020	Mr	Mark	Hoult	£3,538.48	£5,688.11	£2,149.63
1309855/2020	Mr	Keith	Irving	£1,970.40	£3,167.42	£1,197.02
1309856/2020	Mr	Paul	Irving	£3,153.84	£5,069.80	£1,915.96
1309857/2020	Mr	Scott	Johnson	£2,991.76	£4,809.25	£1,817.49
1309858/2020	Mr	David	Johnston	£3,153.84	£5,069.80	£1,915.96
1309859/2020	Mr	Paul	Jolly	£3,692.00	£5,934.89	£2,242.89
1309860/2020	Mr	Carl	Jones	£4,023.52	£6,467.81	£2,444.29
1309861/2020	Mr	David	Jones	£2,627.20	£4,223.22	£1,596.02
1309862/2020	Mr	John Paul	Jones	£4,219.20	£7,171.89	£2,952.69
1309863/2020	Mr	Peter	Jones	£3,461.52	£5,564.39	£2,102.87
1309864/2020	Mr	Philip	Jones	£4,153.84	£6,677.30	£2,523.46
1309865/2020	Mr	Ireneusz	Kap	£2,920.00	£4,693.90	£1,773.90
1309866/2020	Mr	Stephen	Kirkham	£3,538.40	£5,687.98	£2,149.58
1309867/2020	Mr	Andrew	Lay	£3,375.36	£5,425.89	£2,050.53
1309868/2020	Mr	Kevin	Leighton	£2,518.00	£4,047.69	£1,529.69
1309869/2020	Mr	Kristian	Lewis	£3,002.48	£4,826.49	£1,824.01
1309870/2020	Mr	Aaron	Lloyd	£2,877.84	£4,626.13	£1,748.29
1309871/2020	Mr	John	Lowden	£4,304.00	£8,655.68	£4,351.68
1309872/2020	Mr	Andrew	Maiden	£3,461.52	£5,564.39	£2,102.87
1309873/2020	Mr	Thomas	Mason	£2,677.36	£4,303.86	£1,626.50
1309874/2020	Mr	Darren	Mattox	£4,304.00	£8,902.98	£4,598.98
1309875/2020	Mr	Gary	Maydew	£3,036.80	£4,881.66	£1,844.86
1309876/2020	Mr	Scott	Maydew	£3,461.52	£5,564.39	£2,102.87
1309877/2020	Mr	Simon	McGuire	£3,538.40	£5,687.98	£2,149.58
1309878/2020	Mr	Gary	McKemey	£3,152.64	£5,067.87	£1,915.23
1309879/2020	Mrs	Michelle	McKenzie	£2,620.00	£4,211.65	£1,591.65
1309880/2020	Mr	Wayne	McLaren	£3,690.96	£5,933.22	£2,242.26
1309881/2020	Mr	Connagh	McTighe	£2,736.00	£4,398.12	£1,662.12
1309882/2020	Mr	Trevor	Menear	£3,153.84	£5,069.80	£1,915.96
1309883/2020	Mr	Stuart	Moore	£4,304.00	£7,419.19	£3,115.19
1309884/2020	Mr	Christopher	Morris	£3,298.64	£5,302.56	£2,003.92
1309885/2020	Mr	Bryan	Mtede	£2,761.60	£4,439.27	£1,677.67
1309886/2020	Mrs	Karen	Murphy	£1,872.96	£3,010.78	£1,137.82
1309887/2020	Mr	Sean	Murphy	£3,081.94	£4,954.22	£1,872.28
1309888/2020	Mr	Paolo	Necchi	£3,846.16	£6,182.70	£2,336.54



1309889/2020	Mr	John	Neves	£2,640.00	£4,243.80	£1,603.80
1309890/2020	Mr	Michael	Neves	£4,230.80	£6,801.01	£2,570.21
1309891/2020	Mr	Marcus	Newport	£4,304.00	£11,623.38	£7,319.38
1309892/2020	Mr	David	Nicholas	£3,682.16	£5,919.07	£2,236.91
1309893/2020	Mr	Glenn	Norris	£3,682.16	£5,919.07	£2,236.91
1309894/2020	Mr	Charles	Obanor	£2,640.00	£4,243.80	£1,603.80
1309895/2020	Mr	Michael	O'Brien	£3,692.00	£5,934.89	£2,242.89
1309896/2020	Mr	Mark	Othen	£3,384.56	£5,440.68	£2,056.12
1309897/2020	Mr	David	Pace	£3,835.60	£6,165.73	£2,330.13
1309898/2020	Miss	Rachael	Palmer	£1,473.76	£2,369.07	£895.31
1309899/2020	Mr	David	Partridge	£2,518.00	£4,047.69	£1,529.69
1309900/2020	Mrs	Donna	Partridge	£2,536.16	£4,076.88	£1,540.72
1309901/2020	Mrs	Nadine	Pemberton	£2,167.28	£3,483.90	£1,316.62
1309902/2020	Mr	Ashley	Phillips	£2,915.04	£4,685.93	£1,770.89
1309903/2020	Mr	Cameron	Pickersgill	£3,456.00	£5,555.52	£2,099.52
1309904/2020	Mrs	Caroline	Pitt	£2,205.48	£3,545.31	£1,339.83
1309905/2020	Mrs	Michaela	Pound	£4,304.00	£21,268.38	£16,964.38
1309906/2020	Mr	Geoffery	Probert	£4,153.84	£6,677.30	£2,523.46
1309907/2020	Mr	Abdelkader	Raja	£4,230.80	£6,801.01	£2,570.21
1309908/2020	Mr	Rhys	Richmond	£2,518.00	£4,047.69	£1,529.69
1309909/2020	Mrs	Susan	Roberts	£2,560.00	£4,115.20	£1,555.20
1309910/2020	Mr	David	Robinson	£3,476.56	£5,588.57	£2,112.01
1309911/2020	Mr	Paul	Rogers	£4,304.00	£8,655.68	£4,351.68
1309912/2020	Miss	Kasey	Rose	£4,142.48	£6,659.04	£2,516.56
1309913/2020	Mr	Alessandro	Rustigini	£4,200.00	£6,751.50	£2,551.50
1309914/2020	Mr	Kelvin	Sage	£4,304.00	£11,376.08	£7,072.08
1309915/2020	Mr	Jason	Salter	£2,518.00	£4,047.69	£1,529.69
1309916/2020	Mr	Andrew	Sargeant	£4,000.00	£6,430.00	£2,430.00
1309917/2020	Mr	Robert	Scutchings	£2,508.48	£4,032.38	£1,523.90
1309918/2020	Mr	Peter	Seal	£3,153.84	£5,069.80	£1,915.96
1309919/2020	Mr	Robbie	Seaton	£2,375.36	£3,818.39	£1,443.03
1309920/2020	Mr	Maciej	Serej	£2,448.00	£3,935.16	£1,487.16
1309921/2020	Miss	Lisa	Shale	£1,801.28	£2,895.56	£1,094.28
1309922/2020	Mr	Andrew	Shepherd	£2,889.92	£4,645.55	£1,755.63
1309923/2020	Mr	Michael	Shepherd	£2,761.68	£4,439.40	£1,677.72
1309924/2020	Mr	David	Sinclair	£3,502.00	£5,629.47	£2,127.47
1309926/2020	Miss	Clair	Smith	£3,221.92	£5,179.24	£1,957.32
1309927/2020	Mrs	Hayley	Smith	£4,304.00	£8,161.08	£3,857.08
1309929/2020	Mr	Robert A	Smith	£4,304.00	£7,171.89	£2,867.89
1309928/2020	Mr	Robert J	Smith	£3,945.44	£5,974.88	£2,029.44
1309925/2020	Mr	Tony	Smith	£4,224.00	£7,443.88	£3,219.88
1309930/2020	Mr	Peter	Spearing	£4,224.00	£6,790.08	£2,566.08
1309931/2020	Mr	Nathan	Stokes	£3,758.88	£6,042.40	£2,283.52
1309932/2020	Mr	Stewart	Suffield	£4,304.00	£8,655.68	£4,351.68



1309933/2020	Mr	Robert	Swann	£2,790.40	£4,485.57	£1,695.17
1309934/2020	Mr	Ian	Taylor	£3,384.56	£5,440.68	£2,056.12
1309935/2020	Mr	Leslie	Taylor	£3,461.60	£5,564.52	£2,102.92
1309936/2020	Mr	Paul	Taylor	£3,823.52	£6,146.31	£2,322.79
1309937/2020	Mr	Lee	Tetlow	£3,384.64	£5,440.81	£2,056.17
1309938/2020	Mr	Wayne	Thorn	£3,153.84	£5,069.80	£1,915.96
1309939/2020	Mr	Daniel	Trench	£3,692.00	£5,934.89	£2,242.89
1309940/2020	Mr	Patrick	Vinall	£4,224.00	£6,790.08	£2,566.08
1309941/2020	Mr	Alan	Walker	£3,384.64	£5,440.81	£2,056.17
1309942/2020	Mr	Kevin	Ward	£3,288.00	£5,285.46	£1,997.46
1309943/2020	Mr	Wesley	Ward	£3,153.84	£5,069.80	£1,915.96
1309944/2020	Mr	Craig	Warwick	£2,518.00	£4,047.69	£1,529.69
1309945/2020	Mr	Jordan	Watts	£3,298.64	£5,302.56	£2,003.92
1309946/2020	Mr	Stephen	Wells	£2,640.00	£4,243.80	£1,603.80
1309947/2020	Mr	Michael	White	£3,304.00	£5,311.18	£2,007.18
1309948/2020	Mr	Gary	Whitehorn	£3,628.68	£5,833.10	£2,204.42
1309949/2020	Mr	Darren	Williams	£3,074.64	£4,942.48	£1,867.84
1309950/2020	Mr	Alan	Wilson	£3,153.84	£5,069.80	£1,915.96
1309951/2020	Mr	Jordan	Wiltshire	£1,601.60	£2,574.57	£972.97
1309952/2020	Mr	Andrew	Wood	£3,461.52	£5,564.39	£2,102.87
1309953/2020	Mr	Anthony	Wood	£3,692.32	£5,935.40	£2,243.08
1309954/2020	Mr	Paul	Wood	£4,304.00	£9,722.16	£5,418.16
1309955/2020	Mr	Michael	Woods	£4,153.84	£6,677.30	£2,523.46
1309956/2020	Mrs	Ann	Worrall	£2,583.34	£4,152.72	£1,569.38
1309957/2020	Mr	David	Worthington	£3,153.84	£5,069.80	£1,915.96
1309958/2020	Mr	Martin	Yearley	£4,222.96	£6,788.41	£2,565.45

Employment Judge Perry
25 February 2021

Notes

The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. Shortly after a copy of all judgments and reasons are sent to the parties a copy will be published, in full, at www.gov.uk/employment-tribunal-decisions. The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment.