



EMPLOYMENT TRIBUNALS

Claimants: Mr J Orior
Mr A Peters

Respondent: Providence Linc United Services (PLUS)

Heard at: Croydon (remote public hearing via CVP)

On: 25 and 26 March 2021

Before: Judge Brian Doyle

Representation

Claimants: Mr J Orior on behalf of both claimants
Respondent: Ms S Pennington, Chief Executive Officer

JUDGMENT

1. The claimants' complaints under Parts 1 and 2 of the Employment Rights Act 1996 and under the Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994 are not well-founded and are dismissed.
2. The claimants' statutory particulars of employment regarding their hours of work are set out in clause 8 of the written statement of terms and conditions of employment dated October 2009 (Mr Orior) and in clause 7 of the written statement of terms and conditions of employment dated May 2017 (Mr Peters), and they have not been varied or replaced or revoked by custom and practice, by any implied term or otherwise.

Judge Brian Doyle
Date: 26 March 2021