



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr A Bendall
(2) Mr T Venables
(3) Mr E Clifton-Jewitt
(4) Mr L Mackowski
(5) Mr W Przybylski
(6) Mr L Robertson

Respondent: Smart 4.0 Engineering Limited

Heard at: East London Hearing Centre (via CVP)

On: 9 February 2023

Before: Employment Judge Beckett (Sitting Alone)

Representation
Claimants: Mr A Bendall
Respondent: No attendance

JUDGMENT

Employment Tribunals Rules of Procedure 2013 Rule 21

1. The Claims as to unfair dismissal and holiday pay are well-founded.
2. The Claimant Mr A Bendall is awarded a total sum of £21,348.75 (comprising of a basic award of £11,700 and a compensatory award of £9,648.75).
3. The Claimant Mr T Venables is awarded a total sum of £18,277.50 (comprising of a basic award of £10,120 and a compensatory award of £8,107.50).
4. The Claimant Mr E Clifton-Jewitt is awarded a total sum of £11,118.27 (comprising of a basic award of £4,680 and a compensatory award of £6,438.27).
5. The Claimant Mr L Maczkowski is awarded a total sum of £20,068.00 (comprising of a basic award of £5,720 and a compensatory award of £14,348).

**Case Numbers: 3204929/2022, 3204930/2022, 3204931/2022,
3204932/2022, 3204933/2022, 3204934/2022 & 3204935/2022**

6. The Claimant Mr W Przybylski is awarded a total sum of £16,868.13 (comprising of a basic award of £4,600 and a compensatory award of £12,268.12).
7. The Claimant Mr L Robertson is awarded a total sum of £25,282 (comprising of a basic award of £9,136 and a compensatory award of £16,146).
8. All of the above sums are gross.
9. Recoupment does not apply to these awards.

**Employment Judge Beckett
Dated: 9 February 2023**