



# EMPLOYMENT TRIBUNALS

**Claimant:** 1. Mr P Moore  
2. Mr R Moore  
3. Mr D Sutherland

**Respondent:** 1. Utility Alliance Ltd (in administration)  
2. Secretary of State for BEIS

**Heard at:** Newcastle Employment Tribunal (remotely by CVP)

**On:** 19 April 2023

**Before:** Employment Judge Sweeney

**Representation**

**Claimants:** In person,  
**Respondent:** No attendance

## JUDGMENT

1. The Claimants were employed by the First Respondent under a contract of employment from **10 February 2015** to **12 February 2021** without any break in continuity of employment.
2. On a reference by the Claimants under **section 170** Employment Rights Act 1996 ('ERA'), the Tribunal determines that the First Respondent is liable to pay the Claimants an "employer's payment" within the meaning of **section 166(2)(a)** ERA, namely a redundancy payment.
3. The employer's payment is payable by the Second Respondent.
4. The amount of the sum payable by the Second Respondent under **section 167** is:
  - a. **£3,228** in the case of **P Moore**
  - b. **£3,497** in the case of **R Moore**
  - c. **£4,842** in the case of **D Sutherland**
5. On a complaint against the Second Respondent under **section 188** ERA for payments under **section 182** of that Act, the Tribunal declares that the Second Respondent ought to make the following payments:

**In the case of P Moore:**

- a. Arrears of pay under section 184(1)(a) ERA of three weeks in the amount of **£1,614**
- b. Notice pay under section 184(1)(b) in the amount of **£3,228**
- c. Holiday pay under section 184(1)(c) in the amount of **£3,228**

**In the case of R Moore:**

- a. Arrears of pay under section 184(1)(a) ERA of three weeks in the amount of **£1,614**
- b. Notice pay under section 184(1)(b) in the amount of **£3,228**
- c. Holiday pay under section 184(1)(c) in the amount of **£3,228**

**In the case of D Sutherland:**

- a. Arrears of pay under section 184(1)(a) ERA of three weeks in the amount of **£1,614**
- b. Notice pay under section 184(1)(b) in the amount of **£3,228**
- c. Holiday pay under section 184(1)(c) in the amount of **£3,228**

6. The total of the amounts payable by the Second Respondent are:

- a. **£11,298** in the case of **P Moore**
- b. **£11,567** in the case of **R Moore**
- c. **£12,912** in the case of **D Sutherland**

Employment Judge Sweeney

Date: **19 April 2023**

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.