

Case Number: 3200767/2021
3204926/2021
3205257/2021
3203222/2021



EMPLOYMENT TRIBUNALS

CONSENT JUDGMENT

BETWEEN: -

(1) MRS CAROLINE ANN HUMPHREYS

(2) MR DAVID ROBERT SHEPPARD

(3) MR DARREN KENNETH UNDERWOOD

(4) MR JUSTIN LEE DUDDEN

Claimants

-and-

VICTOR 1003 LIMITED (Co No 13112449) formerly PENROSE TIES (LONDON)
LIMITED

Second Respondent

VICTOR 1001 LIMITED (Co No 1314470) formerly VANNERS (ADMINISTRATION)
LIMITED

Third Respondent

VICTOR 1002 LIMITED (Co No 13114627) formerly VANNERS (SILK WEAVING)
LIMITED

Fourth Respondent

JUDGMENT BY CONSENT

Having read the written consent of the solicitors to the Claimants and the Liquidators to the three Respondents detailed above, agreeing to an Order in the terms set out below and **BY CONSENT** it is ordered that:

1. The Claimants are awarded compensation for their respective Unfair Dismissal claims in the following amounts:

1. Caroline Humphreys – payable by the Second Respondent

Basic Award		£11836.00
Compensatory Award		
Immediate wage loss	£15,769.21	
Future wage loss	£5833.31.	
Loss of Pension rights	£862.80	
Loss of Statutory rights	<u>£300.00</u>	
Compensatory sum	£22765.32	
Less Polkey deduction – 35%	<u>(£7967.86)</u>	
Total Compensatory Award		<u>£14797.46</u>
Total Unfair Dismissal award		£26633.46

2. David Robert Sheppard - payable by the Fourth Respondent

Basic Award		£7344.00
Compensatory Award		
Immediate wage loss	£4648.77	
Future wage loss	£4,104.21	
Loss of Pension rights	£862.80	
Loss of Statutory rights	<u>£300.00</u>	
Compensatory sum	£9915.78	
Less Polkey deduction – 20%	<u>(£1983.16)</u>	
Total Compensatory Award		<u>£7932.62</u>
Total Unfair Dismissal award		£15276.62

3. Darren Kenneth Underwood - payable by the Third Respondent

Basic Award		£11424.00
Compensatory Award		
Immediate wage loss	£19516.00	
Future wage loss	£16728.00	
Loss of Pension rights	£862.80	
Loss of Statutory rights	<u>£300.00</u>	
Compensatory sum	£37406.80	

Less Polkey deduction – 30%	<u>(£11222.04)</u>	
Total Compensatory Award		<u>£26184.76</u>
Total Unfair Dismissal award		£37608.76

4. Justin Lee Dudden - payable by the Third Respondent

Basic Award		£12374.00
Compensatory Award		
Immediate wage loss	£3223.95	
Future wage loss	£7858.76	
Loss of Pension rights	£862.80	
Loss of Statutory rights	<u>£300.00</u>	
Compensatory sum	£12245.51	
Less Polkey deduction – 30%	(£3673.65)	
ACAS 25% uplift on £8571.86 net Compensatory Award	<u>£2142.97</u>	<u>£</u>
Total Compensatory Award		£10714.83
Total Unfair dismissal award		£23088.83

2. In addition to the above sums the Claimants are entitled to interest on any sum due from the Respondents, from the Date that this Order is made by the Court until such time as the above sums have been paid in full by the Respondents or any of them to the respective Claimants at the rate of 8% or such other rate and for such period as the Employment Tribunal deems just;
3. The Remedy Hearing to assess the damages to be awarded for each of the above Claimants for their respective Unfair Dismissal claims be vacated.
4. There shall be no Order as to costs.
5. Neither the Liquidators nor their staff shall have any personal liability for the above awards.
6. This Order shall be placed on the Register of Judgments.

Acting Regional Employment Judge Burgher

Date: 31 May 2023