



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr Jay Jones (1)  
Mr David Coleborn (2)  
Mr Michael Price (3)

**Respondent:** Wessex Environmental Sales & Services Limited

**Heard at:** Bristol (by video)

**On:** 2 June 2023

**Before:** Employment Judge C H O'Rourke

**Representation:**

**Claimants:** First and Second Claimants in person – Third Claimant not in attendance

**Respondent:** Mr L Crisp - Director

## JUDGMENT

1. The Respondent failed to pay to the Claimants their full entitlement to Statutory Redundancy Pay and pay in lieu of notice, on termination of their employment on 4 May 2022.
2. The Respondent failed to provide the First and Second Claimants with terms and conditions of employment compliant with s.1 of the Employment Rights Act 1996 and is ordered to pay them two weeks' pay.
3. The Respondent's counterclaims against all three Claimants fail and are dismissed.

4. The Respondent is ordered to pay the Claimants the following amounts (as set out in the attached Schedule):
- a. First Claimant - £13,606.00
  - b. Second Claimant - £8704.00
  - c. Third Claimant - £5662.00

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Employment Judge O'Rourke  
Dated: 2 June 2023

Judgment sent to the Parties on 15 June 2023

For the Tribunal Office

**Schedule**

**First Claimant**

12 weeks' pay in lieu of notice (PILON) @ £696 p.w.	£8352.00
Statutory Redundancy Pay for 12 years' service under the age of 41	£6852.00
2 weeks' pay for failure to provide s.1 terms and conditions	£1392.00
<u>Sub-total</u>	<u>£16,596.00</u>
<u>Less</u> £2990 already paid	(£2990.00)
<b><u>Total Award</u></b>	<b>£13,606.00</b>

**Second Claimant**

7 weeks' PILON @ £585 p.w.	£4095.00
Statutory Redundancy Pay for 7 years' service over the age of 41	£5995.00
2 weeks' pay for failure to provide s.1 terms and conditions	£1170.00
<u>Sub-total</u>	<u>£11,260.00</u>
<u>Less</u> £2556 already paid	(£2556.00)
<b><u>Total Award</u></b>	<b>£8704.00</b>

**Third Claimant**

**Case Nos. 1402424/2022  
1402542/2022  
1402686/2022**

6 weeks' PILON @ £545 p.w.	£3270.00
Statutory Redundancy Pay for 6 years' service over the age of 41	£4905.00
<u>Sub-total</u>	<u>£8175.00</u>
<u>Less</u> £2513 already paid	(£2513.00)
<b><u>Total Award</u></b>	<b>£5662.00</b>

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.