



EMPLOYMENT TRIBUNALS

Claimant: (1) Mr B Mills
(2) Mr S Hulme
(3) Mr M Lanigan
(4) Mr B Kearney
(5) Mr J Wade

Respondent: Drainforce Rail Ltd

Before: Employment Judge Shastri-Hurst

Upon:

1. No response being presented by the respondent;
2. Judgment already being entered for the first claimant; and,
3. receipt of the second, fourth and fifth claimants' details in response to an order sent to the parties on 6 June 2023:

JUDGMENT

1. Messrs Hulme, Kearney and Wade's claims of unfair dismissal are well-founded and upheld;
2. Messrs Hulme, Kearney and Wade's claims for breach of contract (notice pay) are well-founded and upheld;
3. Messrs Hulme, Kearney and Wade's claims for a redundancy payment are not well-founded and fail.
4. Mr Hulme is awarded the following sums:
 - a. Basic award (unfair dismissal) - £2,569.50
 - b. Compensatory award (unfair dismissal) - £1,825.15 loss of earnings plus £400 loss of statutory rights
 - c. Damages for breach of contract (notice pay) - £1,711.08
5. The total amount owed to Mr Hulme under paragraph 4 is £6,505.73
6. Mr Kearney is awarded the following sums:
 - a. Basic award (unfair dismissal) - £1,142

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- b. Compensatory award (unfair dismissal) - £4,426.88 loss of earnings plus £400 loss of statutory rights
 - c. Damages for breach of contract (notice pay) - £1,106.72
7. The total amount owed to Mr Kearney under paragraph 6 is £7,075.60
8. Mr Wade is awarded the following sums:
- a. Basic award (unfair dismissal) - £1,998.50
 - b. Compensatory award (unfair dismissal) - £672.36 loss of earnings plus £400 loss of statutory rights
 - c. Damages for breach of contract (notice pay) - £2,017.08
9. The total amount owed to Mr Wade under paragraph 8 is £5,087.94.

Employment Judge Shastri-Hurst

Date: 21 July 2023

JUDGMENT & REASONS SENT TO THE PARTIES ON

7 August 2023

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.