



## EMPLOYMENT TRIBUNALS

Claimant Respondent  
**Mr. R. Gilston (deceased) (1)** v **Kalamazoo IT Limited**  
**Mr. A. Hayes (2)**  
**Mr. T. Marriner (3)**  
**Mr. G. Stephens (4)**

**Heard at: Birmingham** **On: 7, 8, 9 and 10 August 2023**  
**Before: Employment Judge Wedderspoon**  
**Representation:**  
**Claimant: Miss. Skinner, Counsel**  
**Respondents: Mr. P. Collins, Consultant**

## JUDGMENT

1. All of the claimant's claims for wrongful dismissal are well founded and succeed.
2. All of the claimant's claims for unfair dismissal are well founded and succeed.
3. The Tribunal awards the first claimant, Mr. R. Gilston (deceased) a total award of £35,797.51. The award consists of :-
  - (a) Basic Award £5,472.08
  - (b) Compensatory Award £27,100
  - (c) Notice pay with grossing up £3,225.43.
4. The Tribunal awards the second claimant, Mr. A. Hayes a total award of £52,068.24. The award consists of :-
  - (a) Basic award £14,960
  - (b) Compensatory award £30,676.88
  - (c) Notice pay with grossing up £6,431.36.
5. The Tribunal awards the third claimant, Mr. T. Marriner a total award of £14,256.74
  - (a) Basic award £4,284.72
  - (b) Compensatory award £9,049.31
  - (c) Grossing up award £922.71

6. The Tribunal awards the fourth claimant, Mr. G. Stephens a total award of £12,381.96. The award consists of :-
- (a) Basic award £3,981.78
  - (b) Compensatory award £7,608.64
  - (c) Grossing up award £791.54.

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**Employment Judge Wedderspoon**

**Dated 10 August 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.

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