



EMPLOYMENT TRIBUNALS

Respondent: Drainforce Rail Ltd

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, second, fourth and fifth claimants; and,
3. Receipt of the third claimant's details in response to an order sent to the parties on 6 June 2023:

JUDGMENT

1. Mr Lanigan's claim of unfair dismissal is well-founded and upheld;
2. Mr Lanigan's claim for breach of contract (notice pay) is well-founded and upheld;
3. Mr Lanigan's claim for a redundancy payment is not well-founded and fail.
4. Mr Lanigan is awarded the following sums:
 - a. Basic award (unfair dismissal) - £856.50;
 - b. Compensatory award (unfair dismissal) - £1,711.08 loss of earnings plus £400 loss of statutory rights;
 - c. Damages for breach of contract (notice pay) - £1,140.72.
5. The total amount owed to Mr Lanigan under paragraph 4 is £4,108.30.

Employment Judge Shastri-Hurst

Date 23 October 2023

JUDGMENT SENT TO THE PARTIES ON

6 November 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.