



# EMPLOYMENT TRIBUNALS

**Claimant** Mr L Jones (1)  
Mr C Manley (2)  
Ms J Palmer (3)

**Respondent** Plymouth Communities Befriending Consortium  
Community Interest Company

**Heard at:** Exeter, via CVP

**On:** 6 December 2023

**Before:**  
**Employment Judge** Goraj

## Representation

**The Claimants:** in person.

**The Respondent:** no response entered and did not attend

# JUDGMENT

**THE JUDGMENT OF THE TRIBUNAL is that: -**

## **Mr L Jones (1401513/2023)**

1. The First Claimant (date of birth – 19 February 1969) is entitled to a statutory redundancy payment as he was dismissed by the respondent by reason of redundancy. Accordingly, the First Claimant is awarded, and the respondent is ordered to pay to him, a statutory redundancy payment in the sum of £5,880 (16 years' of employment x 1.5 x £245 gross weekly pay).
2. The respondent has made an unlawful deduction in respect of the First Claimant's accrued holiday entitlement of 4 weeks, The First Claimant is accordingly awarded, and the respondent is ordered to pay to the First Claimant, the sum of £1,059 gross in respect of such holiday pay.

3. The respondent failed, in breach of contract, to give the First Claimant due notice / pay in lieu notice. The First Claimant is accordingly awarded, and the respondent is ordered to pay to the First Claimant, the sum of £1,026.19 net in damages in respect his net loss.
4. The total sum awarded to the First Claimant is therefore £5,880 gross +£1,059 gross +£1,026.19 net = £7,965.19.

**Mr C Manley (1401514/2023)**

5. The Second Claimant (date of birth 23 May 1962) is entitled to a statutory redundancy payment as he was dismissed by the respondent by reason of redundancy. Accordingly, the Second Claimant is awarded, and the respondent is ordered to pay to him, a statutory redundancy payment in the sum of £399 ( 7 years' of employment x1.5 x £38 gross weekly pay).
6. The respondent has made an unlawful deduction in respect of the Second Claimant's accrued holiday entitlement of 5 weeks. The Second Claimant is accordingly awarded, and the respondent is ordered to pay to the Second Claimant, the sum of £190 gross (5x £38) in respect of such holiday pay.
7. The respondent failed, in breach of contract, to give the Second Claimant due notice/ pay in lieu of notice. The Second Claimant is accordingly awarded, and the respondent is ordered to pay to the Second Claimant, the sum of £164.64 net in damages in respect of his net loss.
8. The total sum awarded to the Second Claimant is therefore = £399 gross+£190 gross +£164.64 net = £753.64.

**Ms J Palmer (1401515/2023)**

9. The Third Claimant (date of birth 23 January 1960) is entitled to a statutory redundancy payment as she was dismissed by the respondent by reason of redundancy. Accordingly, the Third Claimant is awarded, and the respondent is ordered to pay to her, a statutory redundancy payment in the sum of £4,425 (10 years' of employment at the relevant date x 1.5 x £295 gross weekly pay).
10. The respondent has made an unlawful deduction in respect of the Third Claimant's accrued holiday pay entitlement of 5 weeks. The Third Claimant is accordingly awarded, and the respondent is ordered to pay to her, the sum of £1,475 gross (5 x £295) in respect of such holiday pay.
11. The respondent failed, in breach of contract, to give the Third Claimant due notice/ pay in lieu of notice. The Third Claimant is accordingly

awarded, and the respondent is ordered to pay to the Third Claimant, the sum of £1,135 net in damages in respect of her net loss.

12. The total sum awarded to the Third Claimant is therefore - £4,425 gross+£1,475 gross+£1,135 net = £7,035.

13. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply in this case.

---

Employment Judge Goraj  
Date: 6 December 2023

Judgment sent to the Parties on 04 January 2024

For the Office of the Tribunals

As reasons for the Judgment were announced orally at the Hearing written reasons shall not be provided unless they are requested by a party within 14 days of the sending of this Judgment to the parties.

### **Online publication of judgments and reasons**

The Employment Tribunal (ET) is required to maintain a register of judgments and written reasons. The register must be accessible to the public. It has recently been moved online. Judgments and reasons since February 2017 are now available at: <https://www.gov.uk/employment-tribunal-decisions>

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in anyway prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness.

#### **The Transcript**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

**Case No 1401513/2023  
1401514/2023  
1401515/2023**

There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings. You can access the Direction and the accompanying Guidance here:

[Practice Directions and Guidance for Employment Tribunals \(England and Wales\) - Courts and Tribunals Judiciary](#)