



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mr R Stephens  
(2) Mr J Western  
**Respondent:** Ribquest Limited

**Heard at:** Bristol Employment Tribunal (by video)  
**On:** 12 January 2024

**Before:** Employment Judge J Bax

## Representation

**First Claimant:** Mr R Stephens (in person)  
**Second Claimant:** Mr J Western (in person)  
**Respondent:** Mr A Welch (director)

# JUDGMENT

1. The surname of the Second Claimant is amended to Western, thereby correcting a spelling mistake.
2. The claims of unlawful deductions from wages, accrued but untaken holiday pay and notice pay were presented out of time. It was not reasonably practicable to have presented them within the time limits and they were presented within a reasonable period thereafter. The time limits for those claims was extended so that they were presented in time.

## First Claimant's (Mr Stephens) claims

3. The claim of unlawful deductions from wages was well founded and the Respondent shall pay the First Claimant the sum of £2,310.00 gross.
4. The claim for accrued but untaken holiday was well founded and the Respondent shall pay the First Claimant the sum of £373.17 gross.
5. The claim for notice pay was well founded and the Respondent shall pay the First Claimant the sum of £2,175.65 net.
6. The claim for a redundancy payment was well founded and the Respondent shall pay the First Claimant the sum of £3,998.10.

Second Claimant's (Mr Western) claims

7. The claim of unlawful deductions from wages was well founded and the Respondent shall pay the Second Claimant the sum of £2,405.00 gross.
8. The claim for accrued but untaken holiday was well founded and the Respondent shall pay the Second Claimant the sum of £336.00 gross.
9. The claim for notice pay was well founded and the Respondent shall pay the Second Claimant the sum of £812.18 net.
10. The claim for a redundancy payment was well founded and the Respondent shall pay the Second Claimant the sum of £1,440.00.

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Employment Judge J Bax

Date 12 January 2024

JUDGMENT SENT TO THE PARTIES ON  
25<sup>th</sup> January 2024

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

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. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>