



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr Kearney
(2) Mr Hulme
(3) Mr Lanigan
(4) Mr Wade

Respondent: Drainforce Rail Ltd

Heard at: Reading (by CVP) **On:** 15 September 2023

Before: Employment Judge Shastri-Hurst

Appearances

For the claimants: Non-attendance
For the respondent: Non-attendance

JUDGMENT

1. The following claims are dismissed as being duplicates of claims under the multiple number 3300514:
 - a. Kearney – the claims of unfair dismissal, redundancy pay and notice pay (3305733/2022)
 - b. Hulme – the entirety of the claim (3305734/2022)
 - c. Wade – the entirety of the claim (3305736/2022)

2. Mr Kearney's claim for holiday pay under 3305733/2022 is well founded and is upheld. He is awarded £140 (this sum is gross, and will be taxed at source by the respondent).

3. In respect of Mr Lanigan's claims under 3305735/2022
 - a. His claim for unfair dismissal succeeds;
 - b. His claim for breach of contract (notice pay) succeeds;
 - c. His claim for a redundancy payment fails.

4. Mr Lanigan is awarded the following sums:
 - a. Basic award (unfair dismissal) - £856.50
 - b. Compensatory award (unfair dismissal) - £1711.08 loss of earnings plus £400 loss of statutory rights
 - c. Damages for breach of contract (notice pay) - £1140.72

5. The total amount owed to Mr Lanigan under paragraph 4 is £4,108.30

Employment Judge Shastri-Hurst

Date 12 January 2024

JUDGMENT SENT TO THE PARTIES ON
25 January 2024

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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.