



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Spittle, Mr M Pascoe, Mr D Limpus,  
Mr T Keast, Mr W Ford

**Respondent:** Safety Zone Traffic Management Ltd

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Bristol Employment Tribunals on 15 June 2023. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.

### Mr Thomas Spittle – 1403352/2023

2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£4137.00** gross.
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£2800.00**.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1560.00**.
5. The respondent must pay the claimant **£8497.00** in total.

### Mr Mark Pascoe – 1403353/2023

6. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£3361.92** gross.
7. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£2200.00**.
8. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£585.00**.
9. The respondent must pay the claimant **£6,146.92** in total.

### Mr Darren Limpus – 1403354/2023

10. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£5361.76** gross.

11. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£5640.00**.
12. The respondent must pay the claimant **£11,001.76** in total.

**Mr Thomas Keast – 1403355/2023**

13. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£2835.00 gross**.
14. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1100.00**.
15. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1216.00**.
16. The respondent must pay the claimant **£5,151.00** in total.

**Mr Wayne Ford – 1403356/2023**

17. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£3795.00 gross**.
18. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£967.50**.
19. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1380.00**.
20. The respondent must pay the claimant **£ 6,142.50** in total.

---

Employment Judge Smail  
Date: 22 March 2024

Judgment sent to the Parties on 04 April 2024

For the Tribunal Office