



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr D Olley (1)  
Mr T Bothamley (2)**

**v (1) Image Developments  
(Northern)  
Limited – in liquidation; and  
(2) The Secretary of State for  
Business and Trade**

**Heard at: Sheffield (by video link)**

**On: Friday 8 March 2024**

**Before: Employment Judge James**

**Representation**

**For the Claimant: In person**

**For the Respondent: Mr P Soni, lay representative**

## JUDGMENT

- (1) The claimants were employees of the first respondent, between 6 December 2011 and 2 November 2022 (s.230 Employment Rights Act 1996);
- (2) The claimants are net debtors in the insolvency of the first respondent and are therefore not entitled to payments out of the National Insurance Fund (ss.182 and 184 Employment Rights Act 1996)
- (3) Had the claimant been entitled in principle to any payments, the decision of the tribunal would have been:
  - a. They were entitled to notice pay of 11 weeks @ £185.76 = £2,043.36.
  - b. They had been paid any wages due under the contract;
  - c. They had not proven they were entitled to any holiday pay.

Employment Judge James  
North East Region

Dated 8 March 2024

Written reasons

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.

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Recording and Transcription

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-legislationpractice-directions/>