



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr Steven Charley (1)  
Mr Trevor Williams (2)  
Mr John Derry (3)

**Respondent:** Guardian Industrial (UK) Limited

**Heard at:** Bristol (by video)

**On:** 13 May 2024

**Before:** Employment Judge C H O'Rourke

**Representation:**

**Claimants:** in person

**Respondent:** Mr M Phillips - Director

## JUDGMENT

1. The Respondent made unlawful deductions from the First Claimant's pay; failed to pay him arrears of holiday pay; pay in lieu of notice and Statutory Redundancy Pay, in the mutually agreed outstanding sum of £7000, which sum the Respondent is ordered to pay the First Claimant.
2. The Tribunal does not have jurisdiction to hear the Second and Third Claimants' claims of unlawful deduction from wages, arrears of holiday pay and pay in lieu of notice, as they were presented out of time, and they are accordingly dismissed.
3. The Respondent failed to pay the Second Claimant his full entitlement of Statutory Redundancy Pay and is ordered to pay him the sum of £3538.83 (taking into account £750 already paid to the Claimant by the Respondent).

**Case Numbers. 1406056/2023  
1400451/2024  
1400452/2024**

4. The Third Claimant's claim for a Statutory Redundancy Payment is dismissed, as such sum as he is due (£3858) has already been paid to him by the Respondent.

---

Employment Judge O'Rourke

Dated: 13 May 2024

JUDGMENT SENT TO THE PARTIES ON

29<sup>th</sup> May 2024

FOR THE TRIBUNAL OFFICE

Note - Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by a party at the hearing, or a written request is presented by a party within 14 days of the sending of this written record of the decision.