



EMPLOYMENT TRIBUNALS

Claimant: Mr M Boardman

Respondents: (1) Vzones Ltd
(2) Ms S Steventon
(3) GMDC Global Ltd
(4) Mr A Bhatia
(5) Mr A Barr
(6) Mr C Ali
(7) Boxes R US Ltd

Heard at: Liverpool (CVP) **On:** 16 July 2024

Before: Employment Judge Ainscough

Representation

Claimant: In person

Respondents: (1) and (5) Mr Barr – Fifth respondent and Director of First respondent;
(2)–(4) and (6)–(7) not in attendance

JUDGMENT

1. The claims against the first, second, third, fourth, fifth and sixth respondents are dismissed.
2. The claim for unlawful deduction from wages in accordance with section 13 of the Employment Rights Act 1996 is successful. The seventh respondent is ordered to pay the claimant **£1615.10 gross**.
3. The claim for holiday pay in accordance with regulation 14 of the Working Time Regulations 1998 is successful. The seventh respondent is ordered to pay the claimant **£72.94 gross**.
4. The claim for notice pay in accordance with section 86 of the Employment Rights Act 1996 is successful. The seventh respondent is ordered to pay the claimant **£807.55 gross**.

5. The claim for redundancy pay in accordance with the right conveyed by section 135 of the Employment Rights Act 1996 is successful. The seventh respondent is ordered to pay the claimant **£807.55**.
6. The claim for a failure to provide written particulars of employment in accordance with section 38 of the Employment Act 2022 is successful. The seventh respondent is ordered to pay the claimant **£1615.10**.
7. The claim for unfair dismissal is unsuccessful and consequently the claim for loss of statutory rights is unsuccessful. The claimant was made redundant as a result of the closure of the seventh respondent's business. Redundancy is a fair reason for dismissal and the claimant has been awarded a redundancy payment. The loss of statutory rights award can only be made as part of the compensatory award if the Tribunal has determined that the claimant has been unfairly dismissed.

Employment Judge Ainscough

Date: 24 July 2024

JUDGMENT SENT TO THE PARTIES ON

1 August 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: 2401010/2024

Name of case: Mr M Boardman v

1. Vzones Ltd
2. Ms S Steventon
3. GMDC Global Ltd
4. Mr A Bhatia
5. Mr A Barr
6. Mr C Ali
7. Boxes R US Ltd

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 1 August 2024

the calculation day in this case is: 2 August 2024

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office