



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 4105258/2024 & others (as per attached schedule)

Reconsideration in chambers on 6 June 2025

Employment Judge Sangster

R Nelson & others (as per attached schedule)

**Claimants
Represented by
Mr P Kissen
Solicitor**

JAMES PENMAN (PLANT HIRE) LIMITED (In Liquidation)

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that the Judgment of the Tribunal, sent to the parties on 13 May 2025, is reconsidered. Upon reconsideration the said Judgment is varied to the following extent:

- in paragraph 7, the date '04 March 2024' is deleted and substituted with '05 March 2024'.

REASONS

1. A Judgment of the Tribunal, issued under Rule 22 of the Employment Tribunal Procedure Rules 2024, was sent to the parties on 13 May 2025. On 15 May 2025 the claimant intimated an application for reconsideration, which was not opposed.

2. Parties were informed, by letter dated 23 May 2025, that it was proposed that the application would be dealt with without a hearing. Written representations were invited from the parties by 30 May 2025. No further representations were received.
3. Having considered the application, the Tribunal considers that it is necessary in the interests of justice to vary the Judgment sent to the parties on 13 May 2025, as the ET1 referred to the termination date as being 4 March 2024, rather than the correct date, which was 5 March 2024. The Judgment sent to the parties on 13 May 2025, upon reconsideration, is varied accordingly.
4. Save in so far as varied by this Judgment, the Judgment sent to the parties on 13 May 2025 is confirmed.

Date sent to parties

09 June 2025

	Multiple Schedule	
Multiple:	4100734 - JAMES PENMAN (PLANT HIRE) LIMITED	
Case Number	Claimant	Respondent
4105258/2024	R Nelson	JAMES PENMAN (PLANT HIRE) LIMITED (In Liquidation)
4105259/2024	Mr R Nelson	JAMES PENMAN (PLANT HIRE) LIMITED
4105260/2024	Mr M Wright	JAMES PENMAN (PLANT HIRE) LIMITED
4105261/2024	Mr J Balmain	JAMES PENMAN (PLANT HIRE) LIMITED
4105262/2024	Mr G Fowler	JAMES PENMAN (PLANT HIRE) LIMITED
4105263/2024	Mr M Fowler	JAMES PENMAN (PLANT HIRE) LIMITED
4105264/2024	Mr T Paterson	JAMES PENMAN (PLANT HIRE) LIMITED
4105265/2024	Mr K Lightfoot	JAMES PENMAN (PLANT HIRE) LIMITED
4105266/2024	Mr D Lawlor	JAMES PENMAN (PLANT HIRE) LIMITED
4105267/2024	Mr C Stephen	JAMES PENMAN (PLANT HIRE) LIMITED
4105268/2024	Mr G MacLean	JAMES PENMAN (PLANT HIRE) LIMITED
4105269/2024	Mr M Tracey	JAMES PENMAN (PLANT HIRE) LIMITED
4105270/2024	Mr C Connelly	JAMES PENMAN (PLANT HIRE) LIMITED
4105271/2024	Mr R Keith	JAMES PENMAN (PLANT HIRE) LIMITED
4105272/2024	Mr K Pitcaithly	JAMES PENMAN (PLANT HIRE) LIMITED
4105273/2024	Mr D Clark	JAMES PENMAN (PLANT HIRE) LIMITED
4105274/2024	Mr J Macdonald	JAMES PENMAN (PLANT HIRE) LIMITED
4105275/2024	Mr J Rosie	JAMES PENMAN (PLANT HIRE) LIMITED
4105276/2024	Mr L Thomson	JAMES PENMAN (PLANT HIRE) LIMITED
4105277/2024	Mr R Laird	JAMES PENMAN (PLANT HIRE) LIMITED
4105278/2024	Mr P Bailey	JAMES PENMAN (PLANT HIRE) LIMITED
4105279/2024	Mr T Murray	JAMES PENMAN (PLANT HIRE) LIMITED
4105280/2024	Mr T McHale	JAMES PENMAN (PLANT HIRE) LIMITED