



EMPLOYMENT TRIBUNALS

Claimant: Mr R Hanks

Respondent: Winnens 1929 Ltd

Heard at: Bristol **On:** 19 June 2026

Before: Employment Judge Beever, sitting alone

Appearances

For the claimant: in person, assisted by his wife, Mrs L Hanks

For the respondent: not attending (and subject to a rule 22 Notice)

JUDGMENT

1. The Claimant was an employee of the Respondent between 30 June 2001 and 10 June 2025.
2. The Respondent is ordered to pay the Claimant the sum of **£24,057.10**. This is comprised of the amounts explained and set out in paragraphs 3 and 4 below.
3. The Claimant's claim of unfair and wrongful dismissal is well founded and succeeds.:
 - 3.1. A Basic Award, of 20 years (the Claimant's whole years of service being 24yrs, but limited in calculation by statute to 20 yrs) x 1.5 (the Claimant being at all material times over the age of 41yrs) x £383.97 (the Claimant's gross weekly wage), amounting to **£11,519.10**
 - 3.2. Notice Pay, the Claimant being entitled to 12 weeks' notice, being 12 x £313.45 (the Claimant's net weekly wage), amounting to **£3,761.40**
 - 3.3. Compensatory Award, amounting to 26 weeks (the Tribunal's assessment of what is just and equitable having regard to the loss sustained by the Claimant and in accordance with section 123 of the Employment Rights Act 1996), being 26 x £313.45, amounting to **£8,149.70**
4. The Claimant's claim for unpaid and accrued holiday pay is well founded and succeeds. The Respondent is ordered to pay the Claimant the sum of **£626.90**, being the sum of 2 weeks' pay reflecting the Claimant's entitlement for the holiday

year commencing 1 January 2026, and in part taken by the Claimant but unpaid and in part accrued and not taken.

EMPLOYMENT JUDGE BEEVER

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON**

19 June 2026

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JUDGMENT SENT TO THE PARTIES ON

01 July 2026

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.

Oral reasons were given on 19 June 2026 and the parties are reminded of Rule 60(4) of the Employment Tribunal Procedure Rules 2024 regarding written reasons not being produced unless requested in accordance with Rule 60(4).