



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr A Green  
Mr M Savage  
Mr D Booth  
Mr R Stewart  
Mrs D Holmes

**Respondents:** 1. Mr James Farrow  
2. Mr Neville John Sunderland  
3. Mr Paul Thomas Smith

**HELD AT:** Manchester **ON:** 11 August 2017

**BEFORE:** Employment Judge Sherratt

## REPRESENTATION:

**First four Claimants:** Litigants in person  
**Mrs D Holmes** Mr A Green  
**Respondents:** Neither present nor represented

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimants were employed by Mr James Farrow who dismissed them on 15 February 2017 when he ceased to trade.
2. The claims against the second and third respondents are dismissed.
3. The first, second, third and fifth claimants, who had all been employed for at least two years, were unfairly dismissed by the first respondent with the reason for their dismissal being that they were redundant.
4. Each claimant was dismissed in breach of contract in respect of notice.
5. Each claimant was subjected to an unauthorised deduction from their wages in respect of their final week's pay.
6. The first respondent failed to pay each claimant's outstanding holiday entitlement.
7. The first respondent failed to provide each claimant with a statement of the main terms and conditions of their employment.
8. The first respondent is ordered to pay to each claimant the amounts set out below.

**2401750/2017 Mr A Green**

9. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £4,071.50.
10. The claimant was dismissed in breach of contract in respect of notice and the first respondent is ordered to pay damages to the claimant in the sum of £800.
11. The first respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of £400.
12. The first respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £280.
13. The first respondent failed to provide the claimant with a statement of employment particulars and is ordered to pay the claimant the sum of £2,170.92.
14. The first respondent is ordered to pay Mr Green the grand total of £7,722.42.

**2401751/2017 Mr M Savage**

15. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £4,822.92.
16. The claimant was dismissed in breach of contract in respect of notice and the first respondent is ordered to pay damages to the claimant in the sum of £666.
17. The first respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of £333.
18. The first respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £233.10.
19. The first respondent failed to provide the claimant with a statement of employment particulars and is ordered to pay the claimant the sum of £1,607.64.
20. The first respondent is ordered to pay Mr Savage the grand total of £7,662.66.

**2401752/17 Mr D Booth**

21. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £6,028.65.
22. The claimant was dismissed in breach of contract in respect of notice and the first respondent is ordered to pay damages to the claimant in the sum of £800.
23. The first respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of £400.
24. The first respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £280.
25. The first respondent failed to provide the claimant with a statement of employment particulars and is ordered to pay the claimant the sum of £1,607.64.
26. The first respondent is ordered to pay Mr Booth the grand total of £ 9116.29.

**2401753/17 Mr R Stewart**

27. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £335.

28. The first respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of £335.

29. The first respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £234.50.

30. The first respondent failed to provide the claimant with a statement of employment particulars and is ordered to pay the claimant the sum of £1,340.

31. The first respondent is ordered to pay Mr Stewart the grand total of £2,244.50.

**2401754/17 Mrs D Holmes**

32. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £660.

33. The claimant was dismissed in breach of contract in respect of notice and the first respondent is ordered to pay damages to the claimant in the sum of £440.

34. The first respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the net sum of £40.

35. The first respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £30.

36. The first respondent failed to provide the claimant with a statement of employment particulars and is ordered to pay the claimant the sum of £160.

37. The first respondent is ordered to pay Mrs Holmes the grand total of £1,330.

Employment Judge Sherratt

11 August 2017

JUDGMENT SENT TO THE PARTIES ON  
31 August 2017

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 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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case numbers: 2401750/2017 & Others

Name of cases: Mr A Green & Others v Mr James Farrow

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 31 August 2017

"the calculation day" is: 1 September 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL  
For the Employment Tribunal Office