



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R N Jones  
Mr C Childes

**Respondent:** Robyn Jones t/a Bob Jones & Sons

**Heard at:** Cardiff (by video)                      **On:** 9 & 10 December 2021

**Before:** Employment Judge G Cawthray

**Representation**

Claimants: In person

Respondent: Mr Aled Jones, Solicitor

## JUDGMENT

1. The Claimants were unfairly dismissed by the Respondent.
2. The Compensatory Award is limited to a period of three weeks pay, in accordance with the principles in *Polkey v AE Dayton Services Limited* 1988 ICR 142.
3. In relation to the Second Claimant, Mr Childes, the parties agreed the figures for the Compensatory Award, and on consent of the parties, the Respondent is ordered to pay the Second Claimant, Mr Childes, the sum of £450.
4. In relation to the First Claimant, Richard Neil Jones, a separate remedy hearing will be listed to consider the Compensatory Award.
5. The Respondent is ordered to pay both the First Claimant and the Second Claimant additional compensation of £300 pursuant to section 38 Employment Act 2002 for failure to provide the Claimants with a written statement of employment particulars.

Employment Judge G Cawthray

Employment Judge

Dated 10 December 2021

JUDGMENT SENT TO THE PARTIES ON 15 December 2021

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

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