



EMPLOYMENT TRIBUNALS

Claimants

Izabela Bassi (1)
Joanna Wysocka (2)
Barbara Ptak (3)
Maira Abba Kolo (4)

AND

Respondent

County West Accountancy and
Taxation Services Limited

HEARD AT: London Central

ON: 5 December 2017

BEFORE JUDGE: Mr R A Hemmings

Representation

For Claimants: Litigants In person

For Respondent: Not present – no Response entered

DEFAULT JUDGMENT

The Employment Tribunal enters Judgment against the Respondent in default of the Respondent entering a Response to these claims. The remedy awarded to each of the Claimants is as follows:

Claimant 1 - Izabela Bassi

Unauthorised deductions from wages (unpaid wages) - £4,200
Damages for breach of contract (pay in lieu of notice) - £1,353.88
Statutory redundancy payment - £5,379

Claimant 2 - Joanna Wysocka

Unauthorised deductions from wages (unpaid wages) - £4,192.20
Damages for breach of contract (pay in lieu of notice) - £2,082.70
Statutory redundancy payment - £6,601.50

Claimant 3 – Barbara Ptak

Unauthorised deductions from wages (unpaid wages) - £3,948.88
Damages for breach of contract (pay in lieu of notice) - £2,999.97
Statutory redundancy payment - £7,335

Claimant 4 – Maira Abba Kolo

Unauthorised deductions from wages (unpaid wages) - £2,834.20

Damages for breach of contract (pay in lieu of notice) - £3,461.52

Statutory redundancy payment - £5,625

REASONS

1. By a Claim Form presented to the Employment Tribunal on 27 August 2017 the Claimants made claims of unauthorised deductions from wages in respect of back pay, breach of contract in respect of notice pay, and seek a statutory redundancy payment.
2. The Respondent has ceased trading, appears to be seriously insolvent, and no Response has been entered on behalf of the Respondent.
3. All four Claimants testified before the Tribunal, verified their Claim Forms and provided documentary evidence regarding their unpaid wages.
4. Three of the four Claimants were successful in finding employment immediately following the termination of their employment on 6 April 2017 although at lower salaries. In part they mitigated their losses arising from the Respondent's breach of contract in failing to terminate the Claimants' employment by notice or neutralising that breach through a compensatory payment in lieu of notice.
5. The Tribunal's calculation of remedy in respect of the Claimants' losses is set out in the following table.

Data	Izabela Bassi	Joanna Wysocka	Barbara Ptak	Maira Abba Kolo
Date of birth	22-03-1978	19-02-1969	20-10-1965	30-07-1960
Date of joining	December 2005	6 April 2007	6 April 2007	February 2004
Termination Date	6 April 2017	6 April 2017	6 April 2017	6 April 2017
Annual salary	£28,000	£31,500	£30,000	£15,000
A week's pay	£538.46	£605.77	£576.92	£288.46
Length of service	11 years	10 years	10 years	13 years
Unpaid back wages	£4,200	£4,192.20	£3,948.88	£2,834.20
Statutory redundancy payment	£5,379	£6,601.50	£7,335	£5,625
Pay in lieu of notice	£5,923.06	£6,057.70	£5,769.20	£3,461.52
Mitigation of loss	£4,569.18	£3,975	£2,769.23	0
Net Loss	£1,353.88	£2,082.70	£2,999.97	£3,461.52

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6. The Judgment of the Tribunal is to award the Claimants the amounts to which they are entitled as set out within the above table and specified within the above Judgment.

Employment Judge Hemmings on 3 January 2018