



EMPLOYMENT TRIBUNALS

Claimant 1: Mrs. G. Onal
Claimant 2: Ms. B. Shelley
Claimant 3: Mrs. K. Masters

Respondent 1: Cheltenham Regency Hotel
Respondent 2: Bright Hospitality Operations Limited
Respondent 3: Clough North Limited

Heard at: Bristol

On: 10th April 2019

Before: Employment Judge R. Harper MBE

Representation

Claimant 1: Mrs. Onal (with her husband)
Claimant 2 : No attendance
Claimant 3: Mrs. Masters (with her husband)

Respondent 1: No attendance
Respondent 2: No attendance
Respondent 3: No attendance

JUDGMENT

1. Mrs. Onal

1.1 The Second Respondent, Bright Hospitality Operations Limited, which did not enter a response to the claim, is ordered to pay to the claimant,

Holiday pay £ 517.43
Unpaid wages £ 1,431
Race Discrimination and Religious Discrimination injury to feelings £3,000
plus interest of £214.50
Total £ 5162.93

1.2 The claim of unfair dismissal is dismissed through insufficient service.

1.3 The claims by Mrs. Onal against the first and third respondent are dismissed as it was confirmed that the claimant was employed by the second respondent.

2. Ms Shelley

Her claim is adjourned to date to be arranged for a 1 hour final hearing which she must attend to give evidence. This is because her employment came to an end, according to her claim form, on 31/10/2017 although in an email dated 10th December 2018 she states it came to an end on 10th October 2017. However her claim form was not filed until 27th September 2018 and was out of time. She will have to give evidence as to why the claim was filed late because the tribunal will need to satisfy itself that it has jurisdiction to hear the claim. In her case the First and Third Respondents have not entered a response. The Second Respondent has entered a response which states that her employer was the Third Respondent.

3. Mrs Masters

3.1 The Third Respondent, Clough North Limited, which did not enter a response to the claim, is ordered to pay to the claimant,

Unpaid wages £ 1600.90

Holiday pay £ 581.00

Overdraft costs incurred as a direct result of the non payment of the above amounts £ 234.00

Total £ 2415.90

3.2 The claims against the First and Second respondents are dismissed as it was confirmed that the claimant was employed by the Third Respondent

Employment Judge R. Harper MBE

Date: 10th April 2019

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.