

Case Numbers:
1601365 / 2019 1601366 / 2019
1601367 / 2019 1601368 / 2019
1601369 / 2019 1601370 / 2019
1601371 / 2019 1601372 / 2019
1601373 / 2019 1601374 / 2019
1601375 / 2019 1601376 / 2019
1601377 / 2019 1601378 / 2019
1601379 / 2019 1601380 / 2019



EMPLOYMENT TRIBUNALS

Claimant: Miss D Purchase and Others

Respondent: Sinatra's Bars and Clubs Ltd (1)
Four Winds Restaurant Ltd (2)

Heard at: Swansea **On:** 24 January 2020

Before: Employment Judge R L Brace

Representation:

Claimant: In person
Ms T Davies, Miss L Twomey and Mr T Gage did not attend

Respondent: R1 did not attend
Ms A Brown and Ms C Knox (Directors of R2)

JUDGMENT

1. The Rule 21 judgment entered on 16 September 2019 against the first respondent, Sinatra's Bars and Clubs Ltd (R1), is revoked on the basis that it is in the interests of justice to do so.
2. The claims against R1 are not well-founded and are dismissed.
3. The claims in respect of breach of Regulation 14(2) of the Working Time Regulations 1998 against the Four Winds Restaurant Ltd (R2) are not well-founded and are dismissed.

Case Numbers:

1601365 / 2019 1601366 / 2019
1601367 / 2019 1601368 / 2019
1601369 / 2019 1601370 / 2019
1601371 / 2019 1601372 / 2019
1601373 / 2019 1601374 / 2019
1601375 / 2019 1601376 / 2019
1601377 / 2019 1601378 / 2019
1601379 / 2019 1601380 / 2019

4. In respect of the claims brought under section 13 Employment Rights Act 1998, with regard to the individual claimants, judgment by consent was given as follows:

Miss D Purchase - 1601365 / 2019

- a. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- b. R2 is ordered to pay Miss Purchase **£132.84** (18 hours x £7.38 per hour) in this regard.

Miss JL Stephens - 1601366 / 2019

- c. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- d. R2 is ordered to pay Miss Stephens **£195.75** (25 hours x £7.83 per hour) in this regard.

Mrs D Gage - 1601367 / 2019

- e. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- f. R2 is ordered to pay Mrs Gage **£461.97** (59 hours x £7.83 per hour) in this regard.

Miss S East 1601368 / 2019

- g. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- h. R2 is ordered to pay Miss East **£78.30** (10 hours x £7.83 per hour) in this regard.

Case Numbers:

1601365 / 2019 1601366 / 2019
1601367 / 2019 1601368 / 2019
1601369 / 2019 1601370 / 2019
1601371 / 2019 1601372 / 2019
1601373 / 2019 1601374 / 2019
1601375 / 2019 1601376 / 2019
1601377 / 2019 1601378 / 2019
1601379 / 2019 1601380 / 2019

Miss A Webb - 1601369 / 2019

- i. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- j. R2 is ordered to pay Miss Webb **£281.88** (36 hours x £7.83 per hour) in this regard.

Mr SC Edwards - 1601370 / 2019

- k. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- l. R2 is ordered to pay Mr Edwards **£248.00** (31 hours x £8 per hour) in this regard.

Mr E L Francis - 1601371 / 2019

- m. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- n. R2 is ordered to pay Mr Francis **£160.52** (20.5 hours x £7.83 per hour) in this regard.

Mr P Coxon - 1601372 / 2019

- o. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- p. R2 is ordered to pay Mr Coxon **£156.60** (20 hours x £7.83 per hour) in this regard.

Ms SJ Wheeler - 1601373 / 2019

Case Numbers:

1601365 / 2019 1601366 / 2019
1601367 / 2019 1601368 / 2019
1601369 / 2019 1601370 / 2019
1601371 / 2019 1601372 / 2019
1601373 / 2019 1601374 / 2019
1601375 / 2019 1601376 / 2019
1601377 / 2019 1601378 / 2019
1601379 / 2019 1601380 / 2019

- q. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- r. R2 is ordered to pay Ms Wheeler **£195.75** (25 hours x £7.83 per hour) in this regard.

Ms M O'Callaghan - 1601374 / 2019

- s. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- t. R2 is ordered to pay Ms O'Callaghan **£101.79** (13 hours x £7.83 per hour) in this regard.

Mrs T Davies - 1601375 / 2019

- u. The claim brought by Mrs Davies for unlawful deductions from wages is not well-founded and is dismissed.

Ms S Baker - 1601376 / 2019

- v. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- w. R2 is ordered to pay Ms Baker **£242.73** (31 hours x £7.83 per hour) in this regard.

Miss L Twomey - 1601377 / 2019

- x. In breach of Section 13(1) of the Employment Rights Act 1996, R2 R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- y. R2 is ordered to pay Miss Twomey **£117.45** (5 hours x £7.83 per hour) in this regard.

Case Numbers:
1601365 / 2019 1601366 / 2019
1601367 / 2019 1601368 / 2019
1601369 / 2019 1601370 / 2019
1601371 / 2019 1601372 / 2019
1601373 / 2019 1601374 / 2019
1601375 / 2019 1601376 / 2019
1601377 / 2019 1601378 / 2019
1601379 / 2019 1601380 / 2019

Mr T Gage - 1601378 / 2019

- z. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- aa. R2 is ordered to pay Mr Gage **£544.00** (68 hours x £8 per hour) in this regard.

Ms S Morgan - 1601379 / 2019

- bb. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- cc. R2 is ordered to pay Ms Morgan **£238.82** (30.5 hours x £7.83 per hour) in this regard.

Miss V Coombes - 1601380 / 2019

- dd. In breach of Section 13(1) of the Employment Rights Act 1996, R2 deducted from the claimant's wages, without their authorisation, one week's pay.
- ee. R2 is ordered to pay Miss Coombes **£125.28** (16 hours x £7.83 per hour) in this regard.

The claimants are responsible for any income tax or employee national insurance contributions that may be due on the sums awarded.

Employment Judge R Brace
Dated: 24 January 2020

Case Numbers:
1601365 / 2019 1601366 / 2019
1601367 / 2019 1601368 / 2019
1601369 / 2019 1601370 / 2019
1601371 / 2019 1601372 / 2019
1601373 / 2019 1601374 / 2019
1601375 / 2019 1601376 / 2019
1601377 / 2019 1601378 / 2019
1601379 / 2019 1601380 / 2019

JUDGMENT SENT TO THE PARTIES ON
26 January 2020

.....
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.