



## EMPLOYMENT TRIBUNALS

Claimants

Respondent

1. **Mr J Szydelko** v **The Well Fed Pub Company Limited**  
2. **Mr C Lennon**  
3. **Ms L Morgan-Roughley**

Heard at: **Leeds** On: **22 January 2020**

Before: **Employment Judge Licorish**

Representation:

First and second claimants: **In person**

Third claimant: **No attendance**

Respondent: **No attendance**

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The correct identity of the respondent is the Well Fed Pub Company Limited.
2. The respondent made unauthorised deductions from the first and second claimants' wages in respect of the period 1 to 9 September 2019 inclusive, and is ordered to pay the following sums:  
Mr Szydelko: 6 days x £80.77 gross daily pay = £484.62  
Mr Lennon: 1 week's gross pay = £328.40
3. The first and second claimants were dismissed in breach of contract in respect of notice and the respondent is ordered to pay the following damages to the claimants:  
Mr Szydelko: 1 week's gross pay = £403.85  
Mr Lennon: 1 week's gross pay = £328.40
4. The respondent failed to pay the first and second claimants' accrued holiday entitlement and is ordered to pay the following sums:  
Mr Szydelko: 13 days x £80.77 gross daily pay = £1,051.01  
Mr Lennon: 10 days x £65.68 gross daily pay = £656.80
5. When proceedings were begun the respondent was in breach of its duty to give a written statement of employment particulars under section 1(1) of the Employment Rights Act 1996. The respondent is therefore ordered to pay the following additional amounts to the first and second claimants:

**Case Number: 1806791/2019, 1806792/2019, 1806793/2019  
1806802/2019, 1806803/2019**

Mr Szydelko: 2 weeks' gross pay = £807.70

Mr Lennon: 2 weeks' gross pay = £656.80

6. The first and second claimants will be responsible for any income tax or employee national insurance contributions due on the above amounts.
7. The third claimant did not attend the hearing, even though she was directed to do so to enable the Tribunal to quantify her claims. Her claim against the respondent is therefore dismissed.

**Employment Judge Licorish**

Date: 23 January 2020