



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mrs A Yeoman  
(2) Ms A Graham-Evans  
(3) Mr R Gay

**Respondent:** Down to Earth Renewables Limited

**Heard at:** Cardiff **On:** 20 January 2020

**Before:** Employment Judge S Jenkins

## Representation

**Claimants:** Mr R Gay  
**Respondent:** Not present or represented

# JUDGMENT

1. The Respondent has made an unauthorised deduction from the wages of the First Claimant, Mrs Yeoman, and is ordered to pay the First Claimant the gross sum of £2,500.00.
  2. The Respondent has failed to pay the First Claimant's holiday entitlement and is ordered to pay the First Claimant the gross sum of £498.42.
  3. The Respondent has made an unauthorised deduction from the wages of the Second Claimant, Ms Graham-Evans, and is ordered to pay the Second Claimant the gross sum of £1,800.00.
  4. The Respondent has failed to pay the Second Claimant's holiday entitlement and is ordered to pay the Second Claimant the gross sum of £415.35.
  5. The Respondent has made an unauthorised deduction from the wages of the Third Claimant, Mr Gay, and is ordered to pay the Third Claimant the gross sum of £2,700.00.
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**Case No's: 1600304/2019  
1600305/2019  
1600306/2019**

Employment Judge S Jenkins

Date 20 January 2020

JUDGMENT SENT TO THE PARTIES ON

20 January 2020

FOR THE TRIBUNAL OFFICE

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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