



EMPLOYMENT TRIBUNALS

Claimants

Respondent

Mr N Farr

Mrs D Flather

Mr B Robertson

v

**Umbrella Protect & Compare
Limited**

Heard at: Leeds

On: 20 February 2020

Before: Employment Judge Licorish

Representation:

Claimants:

Mr N Farr, in person

Ms D Flather, in person

Mr B Robertson, did not attend

Respondent:

Did not attend

JUDGMENT

1. The correct identity of the respondent is Umbrella Protect & Compare Limited.
2. The above claims shall be considered together.
3. Mrs Flather's complaints of unlawful deductions from wages and breach of contract were not validly presented within the relevant time limit, namely 19 September 2019 (one month after the end of early conciliation). It was reasonably practicable for those complaints to have been presented within the time limit. The Tribunal therefore does not have jurisdiction to hear Mrs Flather's complaints of unlawful deductions from wages (arrears of pay and holiday pay) and breach of contract (notice pay), which are accordingly dismissed.
4. The respondent has made unauthorised deductions from Mr Farr's wages and is ordered to pay him the gross sum of £3,397 (comprising £2,500 gross pay and £897 commission).
5. Mr Farr was dismissed in breach of contract in respect of his notice and the respondent is ordered to pay damages to him amounting to one week's gross pay in the sum of £576.92.
6. The respondent has failed to pay Mr Farr's holiday entitlement and is ordered to pay him the gross sum of 6 days' pay in the sum of £692.30.
7. Mr Farr will be responsible for any income tax or employee national insurance contributions due on the above amounts.

8. Mr Robertson did not attend the hearing and the Tribunal is unable to quantify his claim. Mr Robertson's claim is therefore dismissed.

Employment Judge Licorish

Date: 25 February 2020

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.

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