

Case Nos. 2400528/2020,
2401594/2020 2401595/2020,
2401572/2020 2401658/2020,
2401592/2020 Code V



EMPLOYMENT TRIBUNALS

Claimant:

1. Mr William Brown
2. Mr Craig Shepherd
3. Mr Ben Shepherd
4. Mr James Eckersley-Booth
5. Ms Bethany Pearson
6. Mr James Page

Respondent: Cookhouse Bolton Limited

HELD AT: Manchester (by CVP) **ON:** 11 December 2020

BEFORE: Employment Judge Newstead Taylor
(sitting alone)

REPRESENTATION:

Claimants 2,3,4 & 5: In person

Claimants 1 & 6: Did not attend

Respondent: Mr Mark Ryan (Director)

JUDGMENT

The judgment of the Tribunal is that:

1. By consent, Cookhouse Bolton Ltd is substituted in place of Mr Mark Ryan as the Respondent to the claims brought by Mr Craig Shepherd, Mr Ben Shepherd and Mr Eckersley- Booth.

2. The respondent, Cookhouse Bolton Limited, has made unlawful deductions from Ms Pearson's wages and is ordered to pay to Ms Pearson the gross sum of £589.07 for wages plus £699.50 for holiday pay, making a total of £1,288.57 in respect of the amount unlawfully deducted.

**Case Nos. 2400528/2020,
2401594/2020 2401595/2020,
2401572/2020 2401658/2020,
2401592/2020 Code V**

3. The respondent, Cookhouse Bolton Limited, has made an unlawful deduction from Mr Eckersley-Booth's wages and is ordered to pay to Mr Eckersley-Booth the gross sum of £1,593 for wages in respect of the amount unlawfully deducted.
4. Mr Eckersley-Booth's claim for unpaid holiday pay is dismissed on withdrawal.
5. The respondent, Cookhouse Bolton Limited, has made unlawful deductions from Mr Craig Shepherd's wages and is ordered to pay to Mr Craig Shepherd the gross sum of £1,354.65 for wages for the period 26 October 2019 to 21 November 2019 only plus £1,685.64 for holiday pay, making a total of £3,040.29 in respect of the amount unlawfully deducted.
6. The respondent, Cookhouse Bolton Limited, has made an unlawful deduction from Mr Ben Shepherd's wages and is ordered to pay Mr Ben Shepherd the gross sum of £487.08 for wages plus £189.42 for holiday pay, making a total figure of £676.50 in respect of the amount unlawfully deducted.
7. Mr Craig Shepherd and Mr Ben Shepherd's claims for notice pay were dismissed on withdrawal.

Employment Judge Newstead Taylor

17 December 2020

JUDGMENT SENT TO THE PARTIES ON
5 January 2021

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case numbers: **2400528/2020, 2401594/2020, 2401595/2020,
2401572/2020, 2401658/2020, 2401592/2020**

Name of cases: **1. Mr William Brown v Cookhouse Bolton Ltd**
2. Mr Craig Shepherd
3. Mr Ben Shepherd
4. Mr James Eckersley-Booth
5. Ms Bethany Pearson
6. Mr James Page

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **5 January 2021**

"the calculation day" is: **6 January 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals