



EMPLOYMENT TRIBUNALS

Claimants: Miss L Sutton
Mr A Latham
Mr H Aydogan
Mr A Broadhurst

Respondent: HBK 80/20 Limited

Heard at: Manchester (by CVP)

On: 11 December 2020

Before: Employment Judge Rice-Birchall

REPRESENTATION:

Claimants: In person

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The name of the Respondent is changed to HBK 80/20 Limited
2. The Respondent has made unlawful deductions from wages from Ms Sutton (2409273/20) and is ordered to pay the Claimant the sum of £2,366.16 (net) in respect of unpaid wages and £828.75 (gross) in respect of holiday pay.
3. The Respondent has made unlawful deductions from wages from Mr Latham (2409274/20) and is ordered to pay the Claimant the sum of £1,985.60 (net) in respect of unpaid wages and £952 (gross) in respect of holiday pay. Further, the Respondent has breached the Claimant's contract of employment and is ordered to pay to the Claimant £1,258 (gross) in respect of notice pay.
4. The Respondent has made unlawful deductions from wages from Mr Aydogan (2409275/20) and is ordered to pay the Claimant the sum of £2,410.32 (net) in respect of unpaid wages.

5. The Respondent has made unlawful deductions from wages from Mr Broadhurst (2409276/20) and is ordered to pay the Claimant the sum of £2,315.56 (net) in respect of unpaid wages and £289.45 (net) in respect of holiday pay.

Employment Judge Rice-Birchall

Date: 31 January 2021

JUDGMENT SENT TO THE PARTIES ON

2 February 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case numbers: **2409273/2020, 2409274/2020, 2409275/2020,
2409276/2020**

Name of cases: **Miss L Sutton** v **HBK 80/20 Limited**
Mr A Latham
Mr H Aydogan
Mr A Broadhurst

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: **3 February 2021**

"the calculation day" is: **4 February 2021**

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

For and on Behalf of the Secretary of the Tribunals