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# EMPLOYMENT TRIBUNALS

Claimants:

1. Mr A Halman
2. Mrs Lynn Bennett
3. Mrs J Hopkinson
4. Mrs L Bennett
5. Mrs J Jewitt
6. Mr V Krasnoselskyi
7. Miss J Rasickaite
8. Mr D Nightingale
9. Miss V Owens
10. Mr N Bonneyfoy-Baxter
11. Miss E Hopkinson
12. Miss S Chadwick
13. Mrs L Sidebottom
14. Mrs J Kitchen
15. Miss A McKinney
16. Miss S Patterson

Respondent: Selby Holdings Limited

Heard on 9 February 2021

This has been a remote hearing, by telephone (A): A hearing in person was not practicable because of the present restrictions due to Covid 19.

Before: Employment Judge D N Jones

## Appearances

For claimant 1:	Miss R Griffith, solicitor
For claimants 2 – 13:	Mrs Lynn Bennett
For claimant 14:	Mr M Hoyland, former colleague
For claimants 15 and 16:	In person
For the respondent:	Not in attendance

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# **JUDGMENT**

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

The respondent having failed to present a response to the claims in accordance with rule 16;

And the claimants having submitted further information in respect of their claims in writing or at the preliminary hearing held today.

In respect of the first claimant, Mr A Halman

1. The respondent made unauthorised deductions from the wages of the first claimant and shall pay to him the sum of £2,333.33.
2. The respondent was in breach of the contract of employment of the first claimant in failing to provide him with notice of the termination of his employment and shall pay to him damages of £538.46.
3. The respondent failed to pay the first claimant for accrued but untaken leave of 5 days and shall pay to him the sum of £107.69.

In respect of the second claimant, Mrs Lynn Bennett

4. The respondent made unauthorised deductions from the wages of the second claimant and shall pay to her the sum of £1,151.38.
5. The respondent was in breach of the contract of employment of the second claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £4,961.53.
6. The respondent failed to pay the second claimant for accrued but untaken leave of 13.5 days and shall pay to her the sum of £1,395.36.
7. The second claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £12,403.80.

In respect of the third claimant, Mrs J Hopkinson

8. The respondent made unauthorised deductions from the wages of the third claimant and shall pay to her the sum of £1,300.98.
9. The respondent was in breach of the contract of employment of the third respondent in failing to provide her with notice of the termination of her employment and shall pay to her damages of £5,538.46.
10. The respondent failed to pay the third claimant for accrued but untaken leave of 16.5 days and shall pay to her the sum of £1,523.07.
11. The third claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £9,461.36.

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In respect of the fourth claimant, Mrs Laura Bennett

12. The respondent made unauthorised deductions from the wages of the fourth claimant and shall pay to her the sum of £1,279.99.
13. The respondent was in breach of the contract of employment of the fourth claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £3,384.62.
14. The respondent failed to pay the fourth claimant for accrued but untaken leave of 13.5 days and shall pay to her the sum of £1,427.76.
15. The fourth claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £3,384.56.

In respect of the fifth claimant, Mrs J Jewitt

16. The respondent made unauthorised deductions from the wages of the fifth claimant and shall pay to her the sum of £989.60.
17. The respondent was in breach of the contract of employment of the fifth claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £1,800.
18. The respondent failed to pay the fifth claimant for accrued but untaken leave of 13.5 days and shall pay to her the sum of £1,012.50.
19. The fifth claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £2,700.

In respect of the sixth claimant, Mr V Krasnoselskyi

20. The respondent made unauthorised deductions from the wages of the sixth claimant and shall pay to him the sum of £1,520.11.
21. The respondent was in breach of the contract of employment of the sixth claimant in failing to provide him with notice of the termination of his employment and shall pay to him damages of £6,461.53.
22. The respondent failed to pay the sixth claimant for accrued but untaken leave of 16.5 days and shall pay to him the sum of £1,776.72.
23. The sixth claimant is entitled to a redundancy payment and the respondent shall pay to him a redundancy payment of £9,953.

In respect of the seventh claimant, Miss J Rasickaite

24. The respondent made unauthorised deductions from the wages of the seventh claimant and shall pay to her the sum of £877.72.
25. The respondent was in breach of the contract of employment of the seventh claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £1,831.03.
26. The respondent failed to pay the seventh claimant for accrued but untaken leave of 13.5 days and shall pay to her the sum of £882.90.

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27. The seventh claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £1,831.20.

In respect of the eighth claimant, Mr D Nightingale

28. The respondent made unauthorised deductions from the wages of the eighth claimant and shall pay to him the sum of £483.67.
29. The respondent was in breach of the contract of employment of the eighth claimant in failing to provide him with notice of the termination of his employment and shall pay to him damages of £1,674.24.
30. The respondent failed to pay the eighth claimant for accrued but untaken leave of 6.5 days and shall pay to him the sum of £453.44.
31. The eighth claimant is entitled to a redundancy payment and the respondent shall pay to him a redundancy payment of £3,348.48.

In respect of the ninth claimant, Miss V Owens

32. The claims under case number 1805383/2020 are dismissed as they are a duplication of case number 1805119/2020.
33. The respondent made unauthorised deductions from the wages of the ninth claimant and shall pay to her the sum of £814.29.
34. The respondent was in breach of the contract of employment of the ninth claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £1,438.80.
35. The respondent failed to pay the ninth claimant for accrued but untaken leave of 16.5 days and shall pay to her the sum of £791.34.
36. The ninth claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £1,438.80.

In respect of the tenth claimant Mr N Bonneyfoy-Baxter

37. The respondent made unauthorised deductions from the wages of the tenth claimant and shall pay to him the sum of £1,262.36.
38. The respondent was in breach of the contract of employment of the tenth claimant in failing to provide him with notice of the termination of his employment and shall pay to him damages of £4,961.53.
39. The respondent failed to pay the tenth claimant for accrued but untaken leave of 16.5 days and shall pay to him the sum of £1,363.56.
40. The tenth claimant is entitled to a redundancy payment and the respondent shall pay to him a redundancy payment of £8,682.66.

In respect of the eleventh claimant, Miss E Hopkinson

41. The respondent made unauthorised deductions from the wages of the eleventh claimant and shall pay to her the sum of £304.20.

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42. The respondent was in breach of the contract of employment of the eleventh claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £219.27.
43. The respondent failed to pay the eleventh claimant for accrued but untaken leave of 6 days and shall pay to her the sum of £312.
44. The eleventh claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £75.90.

In respect of the twelfth claimant, Miss S Chadwick

45. The respondent made unauthorised deductions from the wages of the twelfth claimant and shall pay to her the sum of £629.27.
46. The respondent was in breach of the contract of employment of the twelfth claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £691.50.
47. The respondent failed to pay the twelfth claimant for accrued but untaken leave of 11 days and shall pay to her the sum of £527.56.
48. The twelfth claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £718.06.

In respect of the thirteenth claimant, Mrs L Sidebottom

49. The respondent made unauthorised deductions from the wages of the thirteenth claimant and shall pay to her the sum of £863.71.
50. The respondent was in breach of the contract of employment of the thirteenth claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £2,750.98.
51. The respondent failed to pay the thirteenth claimant for accrued but untaken leave of 11.5 days and shall pay to her the sum of £802.24.
52. The thirteenth claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £4,126.32.

In respect of the fourteenth claimant, Mrs J Kitchen

53. The claims under case number 1805123/2020 are dismissed as they are a duplication of case number 1805372/2020.
54. The respondent made unauthorised deductions from the wages of the fourteenth claimant and shall pay to her the sum of £1,927.59.
55. The respondent was in breach of the contract of employment of the fourteenth claimant in failing to provide her with notice of the termination of her employment and shall pay to her damages of £1,308.
56. The respondent failed to pay the fourteenth claimant for accrued but untaken leave of 23 days and shall pay to her the sum of £1,002.80.
57. The fourteenth claimant is entitled to a redundancy payment and the respondent shall pay to her a redundancy payment of £1,962.

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In respect of the fifteenth claimant, Miss A McKinney

58. The respondent made unauthorised deductions from the wages of the fifteenth claimant and shall pay to her the sum of £1,549.47.

In respect of the sixteenth claimant, Miss S Patterson

59. The respondent made unauthorised deductions from the wages of the sixteenth claimant and shall pay to her the sum of £2,766.02.

Employment Judge D N Jones

Date 9 February 2021

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