



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr Coong Sang Chau
(2) Mr Yuan Jie Lin
(3) Ms Yu Lightbown

Respondents: (1) Lotus Afloat Ltd
(2) Mr Kastor Zhan
(3) Helen Hei Lin Green
(4) Paul Jack Deverell

Heard at: East London Hearing Centre (by Cloud Video Platform)

On: 8 March 2021

Before: Employment Judge Jones

Representation

Claimants: Ms Lighbown was represented by Mr J Oliver (Counsel)
Mr Lin was in person
Mr Chau was represented by his son, Mr Kim

Respondent: Mr Zhang (proprietor) (with electronic translator)
Written representations from the 3rd and 4th Respondents

JUDGMENT

The claimants withdrew their complaints against the third and fourth respondents. The claims against the third and fourth respondents are dismissed.

The first and second respondents have not defended these proceedings.

The claimants were unfairly dismissed.

The claimants were wrongfully dismissed.

The remedy due to the claimants for their successful claims will be determined at a remedy hearing, the date of which will be notified to the parties in due course.

Case Numbers: 3219991/2020, 3220496/2020 & 3213395/2020 V

At the remedy hearing, the tribunal will also determine the complaints of outstanding holiday pay and arrears of pay.

By 29 March, the claimants are to send their revised schedules of loss by email to the 2nd respondent and to the Tribunal.

**Employment Judge Jones
Date: 9 March 2021**