



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr G Hamilton (1)

Mrs E Grier (2)

Ms S Garwood (3)

Ms S Akrawi (4)

**Respondent:** Violet One Limited (in voluntary liquidation)

**Heard at:** London Central (conducted by video using Cloud Video Platform)

**On:** 15 January 2021

**Before:** Employment Judge Khan

## Representation

Claimants: In person

Respondent: No appearance

# JUDGMENT

1. The claims for unauthorised deductions from wages and breach of contract brought by each of the claimants succeed.
2. The claim for unfair dismissal brought by the second claimant, Mrs Grier, fails and is dismissed.
3. In respect of the first claimant, Mr Hamilton:
  - (1) The respondent failed to pay his wages in April 2020 (£3750) and to make payments in lieu of accrued leave on termination (£1125.02), and notice (£3750).
  - (2) Taking account of the relevant payments made by the respondent (£519.23) and the National Insurance Fund (£3511.67), **the respondent is ordered to pay the gross sum of £4594.12.**

4. In respect of the second claimant, Mrs Grier:

- (1) The respondent failed to pay the wages that were properly payable to her between January and April 2020 (£19,000), to make payments in lieu of accrued leave on termination (£3923.09) and notice (£10,000), and reimburse her for business expenses (£300).
- (2) Taking account of the relevant payments made by the National Insurance Fund (£2079.56), **the respondent is ordered to pay the gross sum of £31,143.53.**

5. In respect of the third claimant, Miss Garwood:

- (1) The respondent failed to pay her wages in April 2020 (£5833) and to make payments in lieu of accrued leave on termination (£942.30), and notice (£1346).
- (2) Taking account of the relevant payments made by the respondent (£805.91) and the National Insurance Fund (£1994.80), **the respondent is ordered to pay the gross sum of £5320.69.**

6. In respect of the fourth claimant, Miss Akrawi:

- (1) The respondent failed to pay her wages in April 2020 (£5000) and to make a payment in lieu of notice (£5000).
- (2) Taking account of the relevant payments made by the National Insurance Fund (£2701.81), **the respondent is ordered to pay the gross sum of £7298.19.**

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Employment Judge Khan

Date : 15<sup>th</sup> Jan 2021

JUDGMENT SENT TO THE PARTIES ON

15/1/21

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FOR THE TRIBUNAL OFFICE

**Case Nos: 2202658/2020V  
2203788/2020V  
2203796/2020V  
2204125/2020V**

**Note**

Written reasons will not be provided unless 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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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.