



EMPLOYMENT TRIBUNALS

Claimant: Kausar Sadiq and 20 others

Respondent: Sivanta Care Ltd (in voluntary liquidation)

Heard at: London East Hearing Centre

On: 25 March 2021

Before: Employment Judge S Knight

Representation

Claimants: First Claimant in attendance; represented by Gillian Finch

Respondent: Not in attendance; unrepresented

JUDGMENT ON REMEDIES

1. It is **declared** that the Respondent owes the following sums to each Claimant:
 - (1) C1 Kausar Sadiq **£21,265.18**, composed of:
 - (a) £10,000 notice pay;
 - (b) £0 redundancy pay;
 - (c) £4,923.07 in respect of an unauthorised deduction from wages;
 - (d) £4,242.11 in respect of holiday pay;
 - (e) £2,100 for not providing written particulars of employment.
 - (2) C2 Mercedes Torpey **£3,743.76**, composed of:
 - (a) £1,280.76 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,280.76 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,182.24 for not providing written particulars of employment.

- (3) C3 Chelsea Charleigh McGirr **£5956.82**, composed of:
- (a) £1,646.67 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,593.15 in respect of an unauthorised deduction from wages;
 - (d) £1,197 in respect of holiday pay;
 - (e) £1,520 for not providing written particulars of employment.
- (4) C4 Jade Louise Cooper **£2,901.83**, composed of:
- (a) £887.81 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,194.50 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £819.52 for not providing written particulars of employment.
- (5) C5 Julie Vecchiet **£3,570**, composed of:
- (a) £1,248 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,170 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,152 for not providing written particulars of employment.
- (6) C6 Jemma Cooper **£3,857.06**, composed of:
- (a) £1,280.76 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,394.06 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,182.24 for not providing written particulars of employment.
- (7) C7 Nichola Dew **£1,398.33**, composed of:
- (a) £727.13 notice pay;
 - (b) £0 redundancy pay;
 - (c) £0 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £671.20 for not providing written particulars of employment.
- (8) C8 Sasha Dowden **£1,531.80**, composed of:
- (a) £306.36 notice pay;
 - (b) £0 redundancy pay;
 - (c) £0 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,225.44 for not providing written particulars of employment.
- (9) C9 Oliver Edward Donald Potter **£4,550.39**, composed of:
- (a) £1,280.76 notice pay;

- (b) £0 redundancy pay;
- (c) £1,052.93 in respect of an unauthorised deduction from wages;
- (d) £1,034.46 in respect of holiday pay;
- (e) £1,182.24 for not providing written particulars of employment.

(10) C10 Hannah Meredith **£1,794.71**, composed of:

- (a) £640.38 notice pay;
- (b) £0 redundancy pay;
- (c) £563.21 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £591.12 for not providing written particulars of employment.

(11) C11 Amy Sturch **£1,794.71**, composed of:

- (a) £640.38 notice pay;
- (b) £0 redundancy pay;
- (c) £563.21 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £591.12 for not providing written particulars of employment.

(12) C12 Emma Thorpe **£8,194.13**, composed of:

- (a) £2,407.68 notice pay;
- (b) £4,113.12 redundancy pay;
- (c) £870.77 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £802.56 for not providing written particulars of employment.

(13) C13 Kevin Danny Hogan **£5,569.23**, composed of:

- (a) £369.23 notice pay;
- (b) £0 redundancy pay;
- (c) £3,100 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £2,100 for not providing written particulars of employment.

(14) C14 Joy Townsend **£4,141.89**, composed of:

- (a) £1,280.76 notice pay;
- (b) £0 redundancy pay;
- (c) £1,678.89 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,182.24 for not providing written particulars of employment.

(15) C15 Sara Dowden **£1,020**, composed of:

- (a) £204 notice pay;
- (b) £0 redundancy pay;
- (c) £0 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;

- (e) £816 for not providing written particulars of employment.
- (16) C16 Andrew Robinson **£3,825.87**, composed of:
- (a) £1,280.76 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,362.87 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,182.24 for not providing written particulars of employment.
- (17) C17 Linda Marion May **£3,177.27**, composed of:
- (a) £788.16 notice pay;
 - (b) £1,182.24 redundancy pay;
 - (c) £681.43 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £525.44 for not providing written particulars of employment.
- (18) C18 Jamaica Albellar **£6,553.22**, composed of:
- (a) £1,707.68 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,791.42 in respect of an unauthorised deduction from wages;
 - (d) £1,477.80 in respect of holiday pay;
 - (e) £1,576.32 for not providing written particulars of employment.
- (19) C19 Kelly Drake **£821**, composed of:
- (a) £426.92 notice pay;
 - (b) £0 redundancy pay;
 - (c) £0 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £394.08 for not providing written particulars of employment.
- (20) C20 Hector De La Cruz **£7,787.35**, composed of:
- (a) £2,470 notice pay;
 - (b) £0 redundancy pay;
 - (c) £2,054.85 in respect of an unauthorised deduction from wages;
 - (d) £1,162.50 in respect of holiday pay;
 - (e) £2,100 for not providing written particulars of employment.
- (21) C21 Adrienne Barker **£3,168.50**, composed of:
- (a) £1,296.36 notice pay;
 - (b) £0 redundancy pay;
 - (c) £675.50 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,196.64 for not providing written particulars of employment.

2. Payments having been made to Claimants from the National Insurance Fund, the Respondent is **ordered** to pay the following sums to each Claimant:

(1) C1 Kausar Sadiq **£16,729.01** composed of:

- (a) £10,000 notice pay;
- (b) £0 redundancy pay;
- (c) £2,104.37 in respect of an unauthorised deduction from wages;
- (d) £2,524.64 in respect of holiday pay;
- (e) £2,100 for not providing written particulars of employment.

(2) C2 Mercedes Torpey **£3,068.76**, composed of:

- (a) £1,280.76 notice pay;
- (b) £0 redundancy pay;
- (c) £605.76 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,182.24 for not providing written particulars of employment.

(3) C3 Chelsea Charleigh McGirr **£5,956.82**, composed of:

- (a) £1,646.67 notice pay;
- (b) £0 redundancy pay;
- (c) £1,593.15 in respect of an unauthorised deduction from wages;
- (d) £1,197 in respect of holiday pay;
- (e) £1,520 for not providing written particulars of employment.

(4) C4 Jade Louise Cooper **£1,632.47**, composed of:

- (a) £621.75 notice pay;
- (b) £0 redundancy pay;
- (c) £191.20 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £819.52 for not providing written particulars of employment.

(5) C5 Julie Vecchiet **£3,570**, composed of:

- (a) £1,248 notice pay;
- (b) £0 redundancy pay;
- (c) £1,170 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,152 for not providing written particulars of employment.

(6) C6 Jemma Cooper **£3,857.06**, composed of:

- (a) £1,280.76 notice pay;
- (b) £0 redundancy pay;
- (c) £1,394.06 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,182.24 for not providing written particulars of employment.

- (7) C7 Nichola Dew **£1,398.33**, composed of:
- (a) £727.13 notice pay;
 - (b) £0 redundancy pay;
 - (c) £0 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £671.20 for not providing written particulars of employment.
- (8) C8 Sasha Dowden **£1,531.80**, composed of:
- (a) £306.36 notice pay;
 - (b) £0 redundancy pay;
 - (c) £0 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £1,225.44 for not providing written particulars of employment.
- (9) C9 Oliver Edward Donald Potter **£4,550.39**, composed of:
- (a) £1,280.76 notice pay;
 - (b) £0 redundancy pay;
 - (c) £1,052.93 in respect of an unauthorised deduction from wages;
 - (d) £1,034.46 in respect of holiday pay;
 - (e) £1,182.24 for not providing written particulars of employment.
- (10) C10 Hannah Meredith **£1,794.71**, composed of:
- (a) £640.38 notice pay;
 - (b) £0 redundancy pay;
 - (c) £563.21 in respect of an unauthorised deduction from wages;
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 - (e) £591.12 for not providing written particulars of employment.
- (11) C11 Amy Sturch **£1,794.71**, composed of:
- (a) £640.38 notice pay;
 - (b) £0 redundancy pay;
 - (c) £563.21 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £591.12 for not providing written particulars of employment.
- (12) C12 Emma Thorpe **£6,201.88**, composed of:
- (a) £2,197.97 notice pay;
 - (b) £3,169.42 redundancy pay;
 - (c) £31.93 in respect of an unauthorised deduction from wages;
 - (d) £0 in respect of holiday pay;
 - (e) £802.56 for not providing written particulars of employment.
- (13) C13 Kevin Danny Hogan **£3,761.54**, composed of:
- (a) £161.54 notice pay;
 - (b) £0 redundancy pay;

- (c) £1,500 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £2,100 for not providing written particulars of employment.

(14) C14 Joy Townsend **£2,457.45**, composed of:

- (a) £954.74 notice pay;
- (b) £0 redundancy pay;
- (c) £320.47 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,182.24 for not providing written particulars of employment.

(15) C15 Sara Dowden **£1,020**, composed of:

- (a) £204 notice pay;
- (b) £0 redundancy pay;
- (c) £0 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £816 for not providing written particulars of employment.

(16) C16 Andrew Robinson **£3,825.87**, composed of:

- (a) £1,280.76 notice pay;
- (b) £0 redundancy pay;
- (c) £1,362.87 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,182.24 for not providing written particulars of employment.

(17) C17 Linda Marion May **£3,177.27**, composed of:

- (a) £788.16 notice pay;
- (b) £1,182.24 redundancy pay;
- (c) £681.43 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £525.44 for not providing written particulars of employment.

(18) C18 Jamaica Albellar **£6,553.22**, composed of:

- (a) £1,707.68 notice pay;
- (b) £0 redundancy pay;
- (c) £1,791.42 in respect of an unauthorised deduction from wages;
- (d) £1,477.80 in respect of holiday pay;
- (e) £1,576.32 for not providing written particulars of employment.

(19) C19 Kelly Drake **£821**, composed of:

- (a) £426.92 notice pay;
- (b) £0 redundancy pay;
- (c) £0 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £394.08 for not providing written particulars of employment.

(20) C20 Hector De La Cruz **£4,032**, composed of:

- (a) £1,932 notice pay;
- (b) £0 redundancy pay;
- (c) £0 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £2,100 for not providing written particulars of employment.

(21) C21 Adrienne Barker **£2,295.96**, composed of:

- (a) £1,099.32 notice pay;
- (b) £0 redundancy pay;
- (c) £0 in respect of an unauthorised deduction from wages;
- (d) £0 in respect of holiday pay;
- (e) £1,196.64 for not providing written particulars of employment.

**Employment Judge Stephen Knight
Date 26 March 2021**