

Case Numbers: 3202200/2019  
3202452/2019  
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3202449/2019



# EMPLOYMENT TRIBUNALS

**Claimant:** 1) Miss C Hendy  
2) Miss A Petty  
3) Miss J Gregg

**Respondent:** Blakes Golf Club Limited

**Heard at:** East London Hearing Centre

**On:** Wednesday 15 January 2020

**Before:** Employment Judge Moor

## Representation

**Claimants:** In person

**Respondent:** Neither present nor represented

# JUDGMENT

1. The Respondent is ordered to pay to Miss C Hendy a total of £1,754.42 in respect of:

- a. Its unlawful deduction of the Claimant's wages of £1,148.00; and
- b. Its failure to pay £606.42, in lieu of annual leave, under Regulation 14(2) of the Working Time Regulations 1998.

2. The Respondent is ordered to pay to Miss A Petty a total of £3,930.24 in respect of:

- a. Its unlawful deduction of the Claimant's salary of £2,375; and
- b. Its failure to pay £255.76 in lieu of annual leave, under Regulation 14(2) of the Working Time Regulations 1998; and
- c. £1299.48 for damages for wrongful constructive dismissal.

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**3. The Respondent is ordered to pay Miss J Gregg £526.07 in respect of its failure to pay her in lieu of annual leave, under Regulation 14(2) of the Working Time Regulations 1998.**

**4. These sums are to be paid in full albeit that the deductions of wages, salary and compensation for annual leave outstanding on termination are gross. The damages for wrongful dismissal are calculated according to net figures and are damages not payments of wages or salary.**

Employment Judge Moor

16 January 2020