



EMPLOYMENT TRIBUNALS

Claimant: Mr N. Lukaris (C1)
Mr. L. Williams (C2)
Mr. I. Fitzgerald (C3)
Mr J. Hearne (C4)
Mr C. Jenkins (C5)
Mr. S. Holcombe (C6)
Ms B. Davies (C7)
Mr. K. Poole (C8)

Respondent: Urban CSR Ltd.

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent made unauthorised deductions from the claimants' wages and shall pay the sums listed below to each respective claimant, the stated figure being the gross sum which is to be paid subject to the usual statutory deductions in each case.
2. The respondent breached the claimants' contracts with regard to notice of termination and shall pay the sums listed below to each respective claimant, the stated figure being the gross sum which is to be paid subject to the usual statutory deductions in each case (save in respect of C3 and C6 who makes no such claim).
3. The respondent has failed to pay holiday pay due to the claimants and shall pay the sums listed below to each respective claimant, the stated figure being the gross sum which is to be paid subject to the usual statutory deductions in each case (save in respect of C6 who makes no such claim).
4. It is declared that the claimants are entitled to redundancy payments; the claimants' claim does not apply for an award.
5. The sums due to each claimant subject as aforesaid are listed below, as claimed (subject to mathematical correction, and any application for reconsideration in the event that redundancy awards are sought) and any listed hearing is cancelled:

5.1. To C1

5.1.1. Wages:£3,171.22

- 5.1.2. Notice pay:£441.10
- 5.1.3. Holiday pay: £418.18

5.2. To C2

- 5.2.1. Wages:£3,171.22
- 5.2.2. Notice pay:£441.10
- 5.2.3. Holiday pay: £418.18

5.3. To C3

- 5.3.1. Wages:£26,647.43
- 5.3.2. Holiday pay: £6,545.45

5.4. To C4:

- 5.4.1. Wages:£15,484.84
- 5.4.2. Notice pay:£1,342.46
- 5.4.3. Holiday pay: £2,227.27

5.5. To C5:

- 5.5.1. Wages:£4,963.64
- 5.5.2. Notice pay:£690.41
- 5.5.3. Holiday pay: £654.55

5.6. To C6

- 5.6.1. Wages:£5,000

5.7. To C7:

- 5.7.1. Wages:£3,791.67
- 5.7.2. Notice pay:£527.40
- 5.7.3. Holiday pay: £250.00

5.8. To C8:

- 5.8.1. Wages:£8,076.92
- 5.8.2. Notice pay:£1,153.85
- 5.8.3. Holiday pay: £1,153.85

Employment Judge T. Vincent Ryan

Date: 9th April 2021

JUDGMENT SENT TO THE PARTIES ON

15th April 2021

FOR THE TRIBUNAL OFFICE