



EMPLOYMENT TRIBUNALS

Claimants

Mrs C Amrani
Ms M Patel
Ms D Ward
Miss L Mangaram

Respondents

(1) Revere Skin Limited
(2) Revere Riverside Limited

Heard at Watford

On: 3 November 2021

Before: Employment Judge Manley

Representation

For the Claimants:

Ms Ward, Ms Patel and Miss Mangaram in person

For the First Respondent:

Mr M Delaney, solicitor

Observing for the Second Respondent:

Dr S Mohan and Dr S Karim (in personal capacity as the second respondent was dissolved on 26 October 2021 and there are legal proceedings involving these two directors)

PRELIMINARY HEARING JUDGMENT

- 1 The applications made by three claimants, Ms Ward, Ms Patel and Miss Mangarams, to amend their claims are allowed and now include the following heads of claim:

Ms Ward (contained in email dated 29 October 2021)

- 1 Unpaid wages and holiday pay (up to 14 September 2020)
- 2 Redundancy pay
- 3 Notice pay
- 4 Unfair dismissal
- 5 Automatic unfair dismissal for raising a public interest disclosure

Ms Patel (contained in email dated 5 November 2020)

**Case Numbers: 3305298/20-3305301/20; 3305316/20-3305319/20; 3305326/20
-3305329/20 and 3305331/20 - 3305334/20**

- 1 Unpaid wages and holiday pay (up to 14 September 2020)
- 2 Redundancy pay
- 3 Notice pay
- 4 Failure to provide pay statements
- 5 Unfair dismissal

Miss Mangaram (contained in an email dated 30 October 2020)

- 1 Unpaid wages and holiday pay (up to 14 September 2020)
- 2 Notice pay
- 3 Failure to provide pay statements

- 2 The claims are listed for a further hearing for one day on **3 May 2022** before an employment judge at Watford Employment Tribunal with the issues for that hearing set out in the case management summary from today's hearing.

Employment Judge Manley

Dated: 4 November 2021

Sent to the parties on:

5 November 2021

For the Secretary to the Tribunals

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.