



EMPLOYMENT TRIBUNALS

Claimant: Ms J Rees (First Claimant)
Ms K Rees (Second Claimant)
Ms H Talbot (Third Claimant)

Respondent: James Orford t/a Bull and Butcher Public House

Heard at: Watford Employment Tribunal (in public; by video)

On: 13 December 2021

Before: Employment Judge Quill (Sitting Alone)

Appearances
For the Claimants: Mr B Rees (family member / friend)
For the respondent: In person (to the extent that I allowed)

JUDGMENT

First Claimant

1. The First Claimant's claim for a bonus payment fails and is dismissed.
2. The First Claimant's complaints of breach of the Working Time Regulations 1998 and of unauthorised deduction from wages are each well-founded.
3. The Respondent is ordered to pay the First Claimant
 - 3.1. £1103.32 as compensation for failure to pay in lieu of holiday entitlement
 - 3.2. £2800 being the amount of the unauthorised deduction
 - 3.3. In each case, the amount stated is the gross sum and if the Respondent is obliged to make PAYE deductions then the judgment is satisfied by paying the net sum to the First Claimant, but only so long as the Respondent properly accounts to HMRC for any such deduction. Otherwise, the Respondent must pay the gross sum to the First Claimant.
4. In addition, I award £831.66 (being 2 weeks' pay) in accordance with section 38 of the Employment Act 2002.

Second Claimant

5. The Second Claimant's complaints of breach of the Working Time Regulations 1998 and of unauthorised deduction from wages are each well-founded.

6. The Respondent is ordered to pay the Second Claimant
 - 6.1. £269 as compensation for failure to pay in lieu of holiday entitlement
 - 6.2. £2900 being the amount of the unauthorised deduction
 - 6.3. In each case, the amount stated is the gross sum and if the Respondent is obliged to make PAYE deductions then the judgment is satisfied by paying the net sum to the Second Claimant, but only so long as the Respondent properly accounts to HMRC for any such deduction. Otherwise, the Respondent must pay the gross sum to the Second Claimant.
7. In addition, I award £619.82 (being 2 weeks' pay) in accordance with section 38 of the Employment Act 2002.

Third Claimant

8. The Third Claimant's complaint of breach of the Working Time Regulations 1998 is well-founded.
9. The Respondent is ordered to pay the Third Claimant
 - 9.1. £274.05 as compensation for failure to pay in lieu of holiday entitlement
 - 9.2. The amount stated is the gross sum and if the Respondent is obliged to make PAYE deductions then the judgment is satisfied by paying the net sum to the Third Claimant, but only so long as the Respondent properly accounts to HMRC for any such deduction. Otherwise, the Respondent must pay the gross sum to the Third Claimant.
10. In addition, I award £539 (being 2 weeks' pay) in accordance with section 38 of the Employment Act 2002.

Employment Judge Quill

Date: 21 January 2022

JUDGMENT SENT TO THE PARTIES ON

27 January 2022

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.