



# EMPLOYMENT TRIBUNALS

**Claimants:** Mrs N Denmade and others (see schedule)

**Respondent:** Trinity Brands UK Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made unauthorised deductions from the claimants' wages and is ordered to pay the claimants the gross sums as follows:

|                  |            |
|------------------|------------|
| Mrs N Denmade    | £2,716.22  |
| Mrs A Mitchell   | £1,507.69  |
| Mr C Amoroso     | £3,338.46  |
| Mrs S Dyer       | £2,150.61  |
| Mrs E Richardson | £4,442.31  |
| Mr S Clacher     | £1,384.92  |
| Ms Nga Chi Yau   | £2,720.31  |
| Mr U Kermann     | £1,465.69  |
| Mr J A Fiddes    | £3,500.00  |
| Miss N M G Hambi | £1,723.08  |
| Mrs Tak Yee Lau  | £1,453.85  |
| Ms J Anderson    | £5,461.54. |

2. The claimants were dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimants in the sums set out below. These are net sums but are based on the claimants' gross pay because it is likely that upon receipt the claimants will have to pay tax on this amount as Post Employment Notice Pay.

|                  |            |
|------------------|------------|
| Mrs N Denmade    | £12,611.00 |
| Mrs A Mitchell   | £2,154.00  |
| Mr C Amoroso     | £15,500.00 |
| Mrs S Dyer       | £9,216.92  |
| Mrs E Richardson | £20,625.99 |
| Mr S Clacher     | £1,978.44  |

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(see schedule)**

|                  |             |
|------------------|-------------|
| Ms Nga Chi Yau   | £8,420.00   |
| Mr U Kermann     | £3,140.76   |
| Mr J A Fiddes    | £7,500.00   |
| Miss N M G Hambi | £2,461.56   |
| Mrs Tak Yee Lau  | £2,100.00   |
| Ms J Anderson    | £15,000.00. |

3. The claimants were dismissed by reason of redundancy and are entitled to redundancy payments of the following amounts:

|                  |            |
|------------------|------------|
| Mrs N Denmade    | £9,792.00  |
| Mrs A Mitchell   | £2,423.07  |
| Mr C Amoroso     | £2,176.00  |
| Mrs S Dyer       | £10,608.00 |
| Mrs E Richardson | £3,264.00  |
| Mr S Clacher     | £1,483.83  |
| Ms Nga Chi Yau   | £2,720.00  |
| Mr U Kermann     | £3,140.76  |
| Mr J A Fiddes    | £3,264.00  |
| Miss N M G Hambi | £1,088.00  |
| Mrs Tak Yee Lau  | £969.22    |
| Ms J Anderson    | £5,712.00. |

4. The respondent has made unauthorised deductions from wages by failing to pay the claimants in lieu of accrued but untaken holiday entitlement and is ordered to pay the claimants the following gross sums:

|                  |            |
|------------------|------------|
| Mrs N Denmade    | £2,716.44  |
| Mrs A Mitchell   | £2,153.80  |
| Mr C Amoroso     | £4,769.20  |
| Mrs S Dyer       | £2,764.98  |
| Mrs E Richardson | £10,153.92 |
| Mr S Clacher     | £832.73    |
| Ms Nga Chi Yau   | £2,609.14  |
| Mr U Kermann     | £664.46    |
| Mr J A Fiddes    | £5,000.00  |
| Miss N M G Hambi | £2,461.60  |
| Mrs Tak Yee Lau  | £1,938.50  |
| Ms J Anderson    | £4,384.63. |

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(see schedule)**

5. The respondent is to pay any gross sums for unauthorised deductions from wages less the appropriate deductions for tax and national insurance, if any, for which it must account to HMRC.

Employment Judge Slater

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Date: 1 March 2022

JUDGMENT SENT TO THE PARTIES ON

7 March 2022

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

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## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case numbers: **2414266/2021 & others (see schedule)**

Name of cases: **Mrs N Denmade & v Trinity Brands UK Ltd  
others  
(see schedule)**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: 7 March 2022

"the calculation day" is: 8 March 2022

"the stipulated rate of interest" is: 8%

For the Employment Tribunal Office

**Case Numbers: 2414266/2021 and others  
(see schedule)**

**Schedule of Claims**

| <b>Case Number</b> | <b>Claimant Name</b> |
|--------------------|----------------------|
| 2414266/2021       | Mrs N Denmade        |
| 2414267/2021       | Mrs N Denmade        |
| 2414268/2021       | Mrs A Mitchell       |
| 2414269/2021       | Mr C Amoroso         |
| 2414270/2021       | Mrs S Dyer           |
| 2414271/2021       | Mrs E Richardson     |
| 2414272/2021       | Mr S Clacher         |
| 2414273/2021       | Ms Nga Chi Yau       |
| 2414274/2021       | Mr U Kermann         |
| 2414275/2021       | Mr J A Fiddes        |
| 2414276/2021       | Miss N M G Hambi     |
| 2414277/2021       | Mrs Tak Yee Lau      |
| 2414278/2021       | Ms J Anderson        |