



EMPLOYMENT TRIBUNALS

Claimants:

Miss S Brunning (1)
Miss G Pickering (2)
Miss J Ward (3)

Respondents:

SMO Media Limited
t/a Smart Money Online (1)
Elife Media Limited
t/a Expert Life (2)

v

Heard at:

Reading

On: 7 April 2022

Before:

Employment Judge Hawksworth (sitting alone)

Appearances

For the Claimants: Miss Pickering and Miss Ward in person

For the Respondent: No attendance or representation

JUDGMENT

1. The respondents made unauthorised deductions from the claimants' wages in September 2019 and October 2019. The respondents are ordered to pay:
 - 1.1. to Miss Brunning the sum of £6,316.66;
 - 1.2. to Miss Pickering the sum of £6,481.18;
 - 1.3. to Miss Ward the sum of £2,039.85.
2. Credit has been given for payments made by the respondents on 4 October 2019, 11 October 2019 and (in the case of Miss Pickering) on 23 October 2019.
3. The respondents breached the claimants' contracts in failing to pay employer's pension payments. The respondents are also ordered to pay:
 - 3.1. to Miss Brunning the sum of £212;
 - 3.2. to Miss Pickering the sum of £225.94;
 - 3.3. to Miss Ward the sum of £83.70.
4. The figures at paragraph 1 are the gross sums. If the respondent pays the tax and national insurance due on those sums to HMRC (and, in the case of Miss Brunning, the payments due on those sums to the Student Loan Company),

payment of the net amounts will meet the judgment debt. The figures at paragraph 3 must be paid to the claimants in full.

Employment Judge Hawksworth

Date: 7 April 2022

Sent to the parties on: 17/4/2022

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For the Tribunal Office

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.

Public access to employment tribunal decisions:

All 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.