



# EMPLOYMENT TRIBUNALS

**First Claimant:** Mr D Beckett  
**Second Claimant:** Mr T Lycett

**Respondent:** Fivestars Limited

**Heard at:** Bristol Employment Tribunal – by remote hearing  
**On:** 9 September 2022

**Before:** Employment Judge Youngs

## Representation

First Claimant: In person  
Second Claimant: In person  
Respondent: Not in attendance

# JUDGMENT

1. The Respondent's application for a postponement was refused.

## First Claimant

**Case Nos: 1400523/2022 and 1400205/2022 - Mr D Beckett**

2. The First Claimant's claim for unlawful deductions from wages in respect of holiday pay succeeds. The Respondent is Ordered to pay to the First Claimant the sum of £4,136.00 gross (9.4 weeks at £440 per week).
3. The First Claimant's claim for statutory redundancy pay succeeds. The Respondent is Ordered to pay the First Claimant statutory redundancy pay of £4,620.00 (1.5 x 7 weeks at £440 per week).
4. The First Claimant's claim for wrongful dismissal succeeds. The Respondent is Ordered to pay the First Claimant notice pay of £3,080.00 gross (7 weeks at £440 per week).
5. Accordingly the total amount payable by the Respondent to the First Claimant is £11,836.00.

**Second Claimant**

**Case No: 1404437/2021 - Mr T Lycett**

6. The Second Claimant's claim for unlawful deductions from wages in respect of holiday pay succeeds. The Respondent is Ordered to pay to the Second Claimant the sum of £765.60 gross (8.7 days at £88 a day, or 1.74 weeks at £440 per week).
7. The Second Claimant's claim for unlawful deductions from wages in respect of sick pay succeeds. The Respondent is Ordered to pay to the Second Claimant the sum of £115.62 gross (6 days at the statutory sick pay rate of £19.27 a day).
8. The Second Claimant's claim for wrongful dismissal succeeds. The Respondent is Ordered to pay the Second Claimant notice pay of £440.00 gross (1 week at £440 per week).
9. Accordingly the total amount payable by the Respondent to the Second Claimant is £1,316.22.

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Employment Judge Youngs

Date of Judgment: 28 September 2022

JUDGMENT SENT TO THE PARTIES ON

05 October 2022 By Mr J McCormick

For the Tribunal Office

**Notes**

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.

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