



RM

EMPLOYMENT TRIBUNALS

Claimants: Mr T Shutyak
Mr A Ovsinskii

Respondent: Tyera Ltd

Heard at: East London Hearing Centre (by Cloud Video Platform)

On: 31 May 2022

Before: Employment Judge S Knight

Representation

Claimant: Unrepresented, in attendance

Respondent: Unrepresented, not in attendance

JUDGMENT

1. The Respondent unfairly dismissed the Claimants.
2. The Respondent wrongfully dismissed the Claimants.
3. The Respondent made unauthorised deductions from the Claimants' wages.
4. The Respondent is ordered to pay Mr T Shutyak £4,692, composed of:
 - (1) £2,032 for unfair dismissal; and
 - (2) £2,660 for unauthorised deductions from wages.
5. In respect of Mr T Shutyak, for the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
 - (1) The total monetary award for unfair dismissal is £2,032.
 - (2) The prescribed element is £0.

**Case Numbers: 3206912/2021; 3206913/2021
3207359/2021; 3207360/2021**

- (3) The prescribed element relates to 3 October 2021 to 31 May 2022.
 - (4) The amount by which the total monetary award for unfair dismissal exceeds the prescribed element is £2,032.
6. The Respondent is ordered to pay Mr A Ovsinskii £16,431.43 composed of:
- (1) £15,681.43 for unfair dismissal;
 - (2) £975 for unauthorised deductions from wages.
7. In respect of Mr A Ovsinskii, for the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
- (1) The total monetary award for unfair dismissal is £15,681.43.
 - (2) The prescribed element is £13,749.43.
 - (3) The prescribed element relates to 17 September 2021 to 31 May 2022.
 - (4) The amount by which the total monetary award for unfair dismissal exceeds the prescribed element is £1,932.

Employment Judge S Knight

31 May 2022