



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr C Csaki
(2) Miss M Csaki

Respondent: HBH Bars and Pubs Ltd t/a The George and Falcon

Heard at: Bristol (by video-VHS) **On:** 9 December 2022

Before: Employment Judge Livesey

Representation

Claimants: Mr Doughty, counsel
Respondent: Did not attend

JUDGMENT

1. The First Claimant's claims succeed and he is awarded the following sums of compensation;
 - a. £2,819.50 in respect of unlawful deductions from wages;
 - b. £877.80 in respect of unpaid holiday pay;
 - c. £2,176.00 being 4 weeks pay awarded under s. 38 of the Employment Act in respect of the Respondent's failure to provide written terms and conditions of employment, it being just and equitable to award such a sum.

2. The Second Claimant's claims succeed and she is awarded the following sums of compensation;
 - a. £613.99 in respect of unlawful deductions from wages;
 - b. £448.00 in respect of unpaid holiday pay;
 - c. £1,280.00 being 4 weeks pay awarded under s. 38 of the Employment Act in respect of the Respondent's failure to provide written terms and conditions of employment, it being just and equitable to award such a sum.

3. The Claimants' application for costs succeeds under rules 76 (1) and (b) of the Employment Tribunals Rules of Procedure and the Respondent is to pay the sum of £3,000.

Employment Judge Livesey

Date 9 December 2022

JUDGMENT SENT TO THE PARTIES ON
19 December 2022 By Mr J McCormick

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.