



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Hogg
Mr J Atkinson
Mrs A Zukova

Respondent: Gallery Lounge Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

All claimants

1. The respondent has failed to present a valid response on time for the claims brought by Mrs Hogg, Mr Atkinson or Mrs Zukova. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The figures below are awarded in gross sums. The claimants should be aware that they may receive less than these amounts if the respondent accounts for statutory deductions before satisfying the awards. If the respondent pays the claimant's the gross figures, then each claimant may need to satisfy any tax burdens individually from that award.
3. No award is made in respect for impact on mental health. The tribunal does not have the power to award damages due to stress, health issues or inconvenience in respect of these types of claims.

Mrs M Hogg

4. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£254.10** (monthly pay £241.50 + tips and service charge of £12.60).
5. The respondent has failed to pay the claimant's accrued annual leave entitlement and is ordered to pay the claimant the gross sum of **£749.80** (65.20 hours accrued x hourly rate of £11.50).

Mr J Atkinson

6. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£339.20** (monthly pay £320 + tips and service charge of £19.20)
7. The respondent has failed to pay the claimant's accrued annual leave entitlement and is ordered to pay the claimant the gross sum of **£634.30** (63.43 hours accrued x hourly rate of £10).

Mrs A Zukova

8. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£389.02** (monthly pay £367 + tips and service charge of £22.02).
9. The respondent has failed to pay the claimant's accrued annual leave entitlement and is ordered to pay the claimant the gross sum of **£667.80** (66.78 hours accrued x hourly rate of £10).

Employment Judge Mark Butler

Date: 14 December 2022

JUDGMENT SENT TO THE PARTIES ON

20 December 2022

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **2405487/2022, 2405488/2022, 2405489/2022**

Name of cases: **Mrs M Hogg** v **Gallery Lounge Ltd**
Mr J Atkinson
Mrs A Zukova

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 20 December 2022

the calculation day in this case is: 21 December 2022

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office