



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Gill

**Respondents:** 1) Bruce Barton  
2) David Ford T/A Exquisite Catering with Class

**Heard at:** Bristol ET                      **On:** 20 – 22 February 2023

**Before:**  
Employment Judge: Mr G. King  
Members: Mr K. Ghotbi-Ravandi  
Mr H. Launder

**Representation**  
Claimant: In person  
Respondent: Mr N. Henry – Legal consultant

## JUDGMENT

1. The Respondents' application for the claim in respect of unauthorised deductions from wages in relation to a £381.00 tax rebate to be struck out, is allowed. The claim has no reasonable prospects of success and is struck out.
2. The Respondents' application for the claim in respect of holiday pay (Working Time Regulations 1998) to be struck out, is refused.
3. The Respondents' application for the claim in respect of failure to provide itemised payslips to be struck out, is allowed. The claim in relation to payslips prior to 10 February 2021 is out of time and the Tribunal has no jurisdiction to hear this claim. The claim in relation to payslips for March and April 2021 has no reasonable prospects of success and is struck out.
4. The Claimant's claim in respect of unauthorised deductions from wages in relation to the Respondents' failure to pay the National Minimum Wage is well founded. The Respondents shall pay the Claimant the sum of **£1,409.55**.
5. The Claimant's claim in respect of holiday pay (Working Time Regulations 1998) is not well founded and is dismissed.
6. The Claimant's claim in respect of unfair dismissal (Employment Rights

Act 1996 s.94) is not well founded and is dismissed.

7. The Claimant's claim in respect of wrongful dismissal (breach of contract) is not well founded and is dismissed.
8. The Claimant's claim in respect of harassment related to sex (Equality Act 2010 s.26) is not well founded and is dismissed.
9. The Claimant's claim in respect of the Respondents' failure to provide a written contract (Employment Act 2002 s.38) is well founded. The Respondents shall pay the Claimant the sum of **£261.60**.
10. The total sum payable by the Respondents to the Claimant is therefore **£1,671.15**

---

Employment Judge G. King

Date: 22 February 2023

Judgment sent to the Parties on 08 March 2023

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.