



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lower & 43 others

Respondent: First Hampshire and Dorset Limited

Heard at: Southampton (by video conference) **On:** 23 February 2023

Before: Employment Judge Oliver

Representation

Claimant: Ms A Stroud, counsel

Respondent: Mr N Newman, solicitor

JUDGMENT ON REMEDY

1. The amounts properly payable to the Claimants for unauthorised deduction from wages should be calculated based on:
 - a. Guaranteed minimum hours under their contracts of employment; and
 - b. Their contractual basic rate of pay (not including unsocial hours payments or other premiums based on when work is done).
2. If the parties are unable to agree on the final calculation of remedy for each Claimant the matter will be determined at a further hearing, along with any other applications from the parties.

Employment Judge Oliver

Date: 23 February 2023

Judgment sent to the Parties: 24 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.