



EMPLOYMENT TRIBUNALS

Claimant: Mr L Mbuisa
Respondents: (1) Cygnet Healthcare Limited
(2) Caireach Limited
(3) Isand Limited

AT A HEARING

Heard at: Leeds **On:** 16th, 17th, 18th, 19th & 20th January 2023
Before: Employment Judge Lancaster
Members: JL Hiser
GM Fleming

Representation

Claimant: In person
Respondents: Ms L Gould, counsel

JUDGMENT

1. The Third Respondent, Isand Limited is added, on the application of the Respondents that this is the correct employer, and therefore no award is made as against the first two Respondents who nonetheless remain as parties to these proceedings.
2. All complaints of discrimination, whether on the grounds of race, sex or disability and also all complaints of harassment and victimisation are dismissed.
3. The Third Respondent has made a series of unauthorised deductions from the Claimant's wages as follows:

Payment for a 12.25 hour shift worked on 16th May 2021, due on 15th June 2021

Payment for a 12.25 hour shift worked on 13th June 2021, due on 15th July 2021

Payment for a 12.25 hour shift worked on 20th June 2021, due on 15th July 2021

Payment for a 12.25 hour shift worked on 26th June 2021, due on 15th July 2021

Payment for a 12.25 hour shift worked on 1st September 2021, due on 15th October 2021

Payment for a 12.25 hour shift worked on 5th September 2021, due on 15th October 2021

Payment for a 12.25 hour shift worked on 8th September 2021, due on 15th October 2021

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4. The Third Respondent is ordered to pay to the Claimant the sum of £795.76 gross (for 85.75 hours @ £9.28 per hour) plus £96.04 gross (for 85.75 hours rolled up holiday pay @ £1.12 per hour).
5. All other claims for unauthorised deductions from wages or unpaid holiday pay are dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 20th January 2023

JUDGMENT SENT TO THE PARTIES ON

AND ENTERED IN THE REGISTER

FOR SECRETARY OF THE TRIBUNALS

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.