

Cases: 1800968/2023,
1800969/2023, 1801385/2023,
1801386/2023, 1801387/2023,
1801388/2023, 1801389/2023,
1801390/2023, 180139012023,
1801392/2023, 1801393/2023,
1801394/2023 & 1801396/2023,



EMPLOYMENT TRIBUNALS

Claimants:

- Miss M Rook**
- Ms L Bailey**
- Mr R Holmes**
- Miss S Young**
- Miss S Thompson**
- Miss C Saville**
- Miss S Jaques**
- Mrs KA Morris**
- Miss J Hayden**
- Mr G Downing**
- Miss S Smith**
- Mr M Mason**
- Miss S Brewer**

Respondent: **Accepted** **Money** **Limited**

AT A HEARING

Heard at: **Sheffield** **On: 24th May 2023**
Before: **Employment Judge Lancaster**

Representation
Claimant: **Holmes, Saville, Jaques and Mason in person.**

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1801392/2023, 1801393/2023,
1801394/2023 & 1801396/2023,

All other claimants represented today by Mr Holmes.

Respondent: No appearance entered and did not attend.

JUDGMENT

1. The title of the Respondent is amended from Accepted Money to Accepted Money Limited.
2. All Claimants apart from Miss Smith, who resigned earlier, were dismissed by reason of redundancy on 28th February 2023.
3. The claims for unauthorised deductions from wages in respect of unpaid salary (including agreed additional bonus entitlements for which any Claimant qualified) for the months of January and February 2023; for unauthorised deductions from wages in respect of unpaid accrued 31 days contractual holiday entitlement at the date of termination (being 5 days pro-rata for January and February, less New Year bank holiday, plus any holidays identified as having been carried over) ; for redundancy payments for those Claimants with 2 year's qualifying service, and; for damages for all Claimants enrolled in the Nest government pension scheme but whose employee contributions when deducted from salary in the months September to December 2022 were not in fact paid over, in breach of the implied term of contract that the monies would be dealt with in this way, succeed to the extent as set out below.
4. The Respondent is ordered to pay to each Claimant the gross sum identified below as due under these respective heads of claim.
5. All other claims are dismissed.

6. Rook

January salary	£1750.00
February salary	<u>£1750.00</u>
	£3500.00
4 days holiday @ £80.77	£323.08
4 months pension contributions @ £49.20	£196.80

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£4019.88

7. Bailey

January salary	£1500.00
February salary	<u>£1500.00</u>
	£3000.00

4 days holiday @ £69.23	£276.92
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£3276.92

8. Holmes

January salary	£2916.67
February salary	<u>£2916.67</u>
	£5833.34

holiday	£99.16
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Redundancy payment 2.5 weeks capped @£571	£1427.50
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£7360.00

9. Young

January salary	£2166.67
February salary	£2166.67
Bonus due	<u>£485.00</u>
	£4818.34

4 days holiday @ £100.00	£400.00
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 £5218.34

10. Thompson

January salary	£2500.00
February salary	<u>£2500.00</u>
	£5000.00

4 days holiday @ £115.38	£461.52
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 £5461.52

11. Saville

January salary	£2433.00
February salary	<u>£2083.00</u>
	£4516.00

4 days holiday @ £96.15	£384.60
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Redundancy payment 2 weeks @£480	£960.00
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4 months pension contributions @ £78.00	£312.00
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 £6172.60

12. Jaques

January salary	£2540.00
February salary	<u>£2625.00</u>
	£5165.00

4 days holiday @ £115.38	£576.90
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	----- £6065.10

13. Morris

January salary	£1779.12
February salary	<u>£1500.00</u>
	£3279.12
4 days holiday @ £69.23	£276.92
4 months pension contributions @ £50.37	£201.48
	----- £3757.52

14. Hayden

January salary	£2083.33
February salary	<u>£2083.33</u>
	£5166.66
4 days holiday	£384.00
4 months pension contributions @ £56.66	£226.67
	----- £5777.33

15. Downing

January salary	£2083.33
February salary	<u>£2083.33</u>
	£5166.66
4 days holiday @ £96.15	£384.60

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	£5551.26
16. <u>Smith</u>	
January salary due on termination	£1607.40
17. <u>Brewer</u>	
January and February SMP	1879.92
4 .6 days holiday	£442.31
Redundancy payment 3 weeks @£480.77	£1442.31

	£3764.54

EMPLOYMENT JUDGE LANCASTER

DATE 24th May 2023

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.

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