



EMPLOYMENT TRIBUNALS

Claimants: Paul Theuma [1]
Callum Locke [2]
Michael Williams [3]

Respondent: Eva-Lution Property Services Limited

Heard at: Cardiff **On:** 27th July 2023

Before: Employment Judge H J Randall

Representation:

Claimants: In Person
Respondent: Not in attendance

JUDGMENT

1. The First, Second, and Third Claimants were dismissed from the Respondent's employment on 31st January 2023.
2. The Respondent has made an unauthorised deduction from the First Claimant's wages and is ordered to pay the claimant the gross sum of **£10,050**.
3. The First Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the First Claimant in the gross sum of **£750**.
4. At the time of the First Claimant's dismissal, he had accrued annual leave which he had not taken. The Respondent is ordered to pay the First Claimant the gross sum of **£375**.

5. The total compensation payable to the **First Claimant** is **£11,175**.
6. The Respondent has made an unauthorised deduction from the Second Claimant's wages and is ordered to pay the claimant the gross sum of **£9,648**.
7. The Second Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the Second Claimant in the sum of **£720**.
8. At the time of the Second Claimant's dismissal, he had accrued annual leave which he had not taken. The Respondent is ordered to pay the Second Claimant the gross sum of **£360**.
9. The total compensation payable to the **Second Claimant** is **£10,728**.
10. The Respondent has made an unauthorised deduction from the Third Claimant's wages and is ordered to pay the Third Claimant the gross sum of **£8,140**.
11. The Third Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the Third Claimant in the sum of **£600**.
12. At the time of the Third Claimant's dismissal, he had accrued annual leave which he had not taken. The Respondent is ordered to pay the Third Claimant the gross sum of **£300**.
13. The total compensation payable to the **Third Claimant** is **£9,040**.

The claimants are responsible for any income tax or employee national insurance contributions that may be due on the sums awarded at paragraphs 2 to 13 above.

Employment Judge H J Randall

Dated: 27th July 2023

JUDGMENT SENT TO THE PARTIES ON 31 July 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS
Mr N Roche

Case Number: 1600369/2023
1600370/2023
1600371/2023

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.