



EMPLOYMENT TRIBUNALS

Claimants:

Miss A Gazilj
Ms M Macmahon
Ms G Baci
Ms T Sharma
Ms A Ghita
Mr H Montemor
Ms A England
Ms C Dos Santos

v

Respondent:

Globerella Limited (1)
JourneyHero Limited (2)

and

Miss A Ratib
Ms C Dos Santos

v

Globerella Limited

Heard at:

Reading (by CVP)

On: 14 July 2023

Before:

Employment Judge Anstis (sitting alone)

Appearances:

For the Claimants:

Miss A Gazilj (in person)
Ms M Macmahon (no attendance or representation)
Ms G Baci (in person)
Ms T Sharma (in person)
Ms A Ghita (no attendance or representation)
Mr H Montemor (no attendance or representation)
Ms A England (in person)
Miss A Ratib (in person)
Mr P Smith (solicitor) C for Ms Dos Santos

For the Respondents:

For Globerella Limited: Ms R Shah
For JourneyHero Limited: no attendance or representation

JUDGMENT

In cases 3312972-9/2022:

1. The claims against JourneyHero Limited are dismissed.

In case 3312972/2022 (Gazilj):

2. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £6,450.00.

In case 3312973/2022 (Macmahon)

3. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £12,600.00.

In case 3312974/2022 (Baciu)

4. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £5,566.15.

In case 3312975/2022 (Sharma)

5. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £8,796.89.
6. The first respondent (Globerella Limited) has failed to pay holiday pay due to the claimant and must pay the claimant £923.08.

In case 3312976/2022 (Ghita):

7. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £5,350.97.

In case 3312977/2022 (Montemor):

8. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £19,449.99.
9. The first respondent (Globerella Limited) has failed to pay holiday pay due to the claimant and must pay the claimant £2,630.00.

In case 3312978/2022 (England)

10. The first respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £3,307.94.

In case 3304008/2023 (Ratib):

11. The claimant's application to add JourneyHero Limited as a respondent is refused.
12. The respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £13,786.15.

In cases 3312979/2022 and 3302035/2023 (Dos Santos):

13. The respondent (Globerella Limited) has made unlawful deductions from the claimant's wages and must pay the claimant £12,450.00
14. The respondent (Globerella Limited) has failed to pay holiday pay due to the claimant and must pay the claimant £553.85.
15. The claimant was subject to a constructive dismissal in breach of contract and the respondent (Globerella Limited) must pay compensation for breach of contract in the sum of £3,830.76.

Further matters

16. All judgments against Globerella Limited are made under rule 21 of the Employment Tribunals' Rules of Procedure.
17. All sums in this judgment are stated on a gross basis, and the judgments will be satisfied by payment to the claimant of a net amount with the relevant respondent accounting to HMRC for any tax or national insurance contributions that may need, by law, to be deducted from the payment.

**Employment Judge Anstis
14 July 2023**

Sent to the parties on: 2 August 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.

Public access to employment tribunal decisions:

All 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.