



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Rees (C1)  
Mr J Collis (C2)

**Respondent:** Mr A Martin

**Heard at:** Cardiff via CVP                      **On:** 23<sup>rd</sup> and 24<sup>th</sup> October 2023

**Before:** Employment Judge G Duncan

**Representation:**

Claimants: Mr B Rees

Respondent: In persons

## JUDGMENT

It is the decision of Employment Judge G Duncan that:

1. The Respondent unfairly dismissed the First Claimant and the dismissal was automatically unfair. The Respondent shall pay the First Claimant the basic award of **£665**.
2. The Respondent shall pay the First Claimant a compensatory award in the gross sum of **£3,325**.
3. The Respondent has made unlawful deductions from the First Claimant's wages and is ordered to pay the First Claimant the gross sum of **£4,452**.
4. Accordingly, the Respondent shall pay the First Claimant the total sum of **£8442**.
5. The Respondent unfairly dismissed the Second Claimant and the dismissal was automatically unfair. The Respondent shall pay the Second Claimant the basic award of **£400**.

6. The Respondent shall pay the Second Claimant a compensatory award in the gross sum of **£4,296.74**
7. The Respondent has made unlawful deductions from the Second Claimant's wages and is ordered to pay the Second Claimant the gross sum of **£4,089.38**
8. Accordingly, the Respondent shall pay the Second Claimant the total sum of **£8786.12**
9. The Claimants are responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of the unlawful deduction from wages.

Employment Judge G Duncan

Dated: 24<sup>th</sup> October 2023

JUDGMENT SENT TO THE PARTIES ON 25 October 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche