



EMPLOYMENT TRIBUNALS

Claimants: (1) Mrs Emma Brannigan
(2) Mr Rhys Brannigan

Respondent: Opium Investments Limited

Heard at: Newcastle Employment Tribunal (remotely by CVP)

On: 07 July 2023

Before: Employment Judge Sweeney

Representation
Claimants: Both in person
Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The claims of both Claimants in respect of the following complaints are well founded and succeed:
 - 1.1 Unlawful deduction of wages under section 23 Employment Rights Act 1996
 - 1.2 Payment of holiday pay under regulation 30 Working Time Regulations 1998
 - 1.3 Wrongful dismissal (notice pay)
2. The Respondent is ordered to pay to the Claimants the following amounts:

Emma Brannigan

 - 2.1 The gross sum of £409 in respect of her claim for unlawful deduction of wages
 - 2.2 The gross sum of £396.48 in respect of her claim for unpaid annual leave
 - 2.3 The net sum of £305.92 in respect of the failure to give notice.
3. The total amount ordered to be paid to Emma Brannigan is **£1,111.40**.

Rhys Brannigan

- 3.1 The gross sum of £337.60 in respect of his claim for unlawful deduction of wages
 - 3.2 The gross sum of £330.85 in respect of his claim for unpaid annual leave
 - 3.3 The net sum of £334.33 in respect of the failure to give notice.
4. The total amount ordered to be paid to Rhys Brannigan is **£1,002.78**

Employment Judge Sweeney

Date: **07 July 2023**

Notes

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.

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