



Reference numbers

2301709-2023

2301710-2023

2301711-2023

2301712-2023

2301713-2023

EMPLOYMENT TRIBUNALS

London South Employment Tribunal 10th November 2023 (video)

Claimants: Isabelle Cain-Daley and others

Respondent: Farewell Allies Limited (formerly Inner Allies Limited and/or Mind Allies Limited)

Full merits hearing

Before: Judge M Aspinall (sitting alone as an Employment Judge)

Appearances: Ms I Cain-Daley, in person
Mr J Ross, in person
Ms D Morrison, in person
Ms S Alam, in person
Ms S Alam, in person
The Respondent did not appear

JUDGMENT

UPON hearing from the Claimants and in the absence of any attendance, correspondence, or response to the claims from the Respondent:

1. In respect of the Claimant Isabelle Cain-Daley, the claim for unfair dismissal is dismissed as she had insufficient service to bring such a claim; she confirmed that she had not properly intended to bring such a claim in any event.
2. In respect of each Claimant, the following claims are made out and are allowed:
 - a. Unlawful deduction from wages properly due;
 - b. Wrongful dismissal;
 - c. Failure to pay accrued, unused, annual leave on termination.
3. The Respondent is ordered to pay, *forthwith*, the gross sum of **£25,571.05** to **Isabelle Cain-Daley (2301709-2023)** without making any deductions. The Claimant shall account to HMRC for any tax and national insurance deductions properly due.
4. The Respondent is ordered to pay, *forthwith*, the gross sum of **£14,437.67** to **Jordan Ross (2301710-2023)** without making any deductions. The Claimant shall account to HMRC for any tax and national insurance deductions properly due.
5. The Respondent is ordered to pay, *forthwith*, the gross sum of **£15,374.78** to **Donna Morrison (2301711-2023)** without making any deductions. The Claimant shall account to HMRC for any tax and national insurance deductions properly due.
6. The Respondent is ordered to pay, *forthwith*, the gross sum of **£9,136.48** to **Sonia Alam (2301712-2023)** without making any deductions. The Claimant shall account to HMRC for any

tax and national insurance deductions properly due.

7. The Respondent is ordered to pay, *forthwith*, the gross sum of **£11,385.85** to **Sanaa Alam (2301713-2023)** without making any deductions. The Claimant shall account to HMRC for any tax and national insurance deductions properly due.
8. The breakdown of these amounts is contained in the appendix below.
9. The Claimant Jordan Ross confirmed that an additional claim under reference **2302001-2023** was a duplicate claim and **is withdrawn**. I therefore dismiss that claim pursuant to Rule 52.
10. The correct name of the Respondent is Farewell Allies Limited; I have seen evidence which satisfies me that the Respondent has, by resolution, changed its name.

Judge M Aspinall
Friday, 10th November 2023

Note

Reasons for this judgment having been given orally at the hearing, written reasons will not be provided unless they are requested - by either party - within 14 days of this notice.

PUBLIC ACCESS TO EMPLOYMENT TRIBUNAL DECISIONS

Judgments and reasons for judgments of the Employment Tribunal are published in full. These can be found online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

APPENDIX to JUDGMENT: Breakdown of awards

Claimant	Isabelle Cain-Daley
Claim reference	2301709-2023
Respondent	Farewell Allies Ltd (formerly Inner Allies and Mind Allies Ltd)

	Units	Rate (gross)	Total	Overall subtotal
Unlawful deductions from wages				
<i>Wages due and not paid [months]</i>	3.00	3,833.33	<u>£11,500.00</u> Taxable	£11,500.00
Wrongful dismissal				
<i>Contractual notice pay [months]</i>	2	3,833.33	£7,666.67 Taxable	
<i>25% uplift (ER failure to comply)</i>	0.25	£7,666.67	<u>£1,916.67</u>	
			<u>£9,583.33</u>	£21,083.33
Holiday pay (annual leave)				
<i>Due and unpaid at EDT [days]</i>	7	176.92	<u>£1,238.46</u> Taxable	£22,321.79
Compensatory award				
<i>Loss of statutory rights</i>	1.00	£884.62	£884.62	
<i>Pension losses</i>	1.00	£2,189.68	£2,189.68	
<i>Class 1 NIC contributions (pension)</i>	12.00	£14.58	<u>£174.96</u>	
			<u>£3,249.26</u>	£25,571.05

Claimant	Jordan Ross
Claim reference	2301710-2023
Respondent	Farewell Allies Ltd (formerly Inner Allies and Mind Allies Ltd)

	Units	Rate (gross)	Total	Overall subtotal
Unlawful deductions from wages				
<i>Wages due and not paid [months]</i>	3.00	2,208.33	<u>£6,625.00</u> Taxable	£6,625.00
Wrongful dismissal				
<i>Contractual notice pay [months]</i>	2	2,208.33	£4,416.67 Taxable	
<i>25% uplift (ER failure to comply)</i>	0.25	£4,416.67	<u>£1,104.17</u>	
			<u>£5,520.83</u>	£12,145.83
Holiday pay (annual leave)				
<i>Due and unpaid at EDT [days]</i>	7	101.92	<u>£713.46</u> Taxable	£12,859.29
Compensatory award				
<i>Loss of statutory rights</i>	1.00	£509.62	£509.62	
<i>Pension losses</i>	1.00	£893.80	£893.80	
<i>Class 1 NIC contributions (pension)</i>	12.00	£14.58	<u>£174.96</u>	
			<u>£1,578.38</u>	£14,437.67

Claimant	Donna Morrison
Claim reference	2301711-2023
Respondent	Farewell Allies Ltd (formerly Inner Allies and Mind Allies Ltd)

	Units	Rate (gross)	Total	Overall subtotal
Unlawful deductions from wages				
<i>Wages due and not paid [months]</i>	3.00	2,333.25	<u>£6,999.75</u> Taxable	£6,999.75
Wrongful dismissal				
<i>Contractual notice pay [months]</i>	2	2,333.25	£4,666.50 Taxable	
<i>25% uplift (ER failure to comply)</i>	0.25	£4,666.50	<u>£1,166.63</u>	
			<u>£5,833.13</u>	£12,832.88
Holiday pay (annual leave)				
<i>Due and unpaid at EDT [days]</i>	7	107.69	<u>£753.82</u> Taxable	£13,586.69
Compensatory award				
<i>Loss of statutory rights</i>	1.00	£538.44	£538.44	
<i>Pension losses</i>	1.00	£1,074.68	£1,074.68	
<i>Class 1 NIC contributions (pension)</i>	12.00	£14.58	<u>£174.96</u>	
			<u>£1,788.08</u>	£15,374.78

Claimant	Donna Morrison
Claim reference	2301711-2023
Respondent	Farewell Allies Ltd (formerly Inner Allies and Mind Allies Ltd)

	Units	Rate (gross)	Total	Overall subtotal
Unlawful deductions from wages				
<i>Wages due and not paid [months]</i>	3.00	2,333.25	<u>£6,999.75</u> Taxable	£6,999.75
Wrongful dismissal				
<i>Contractual notice pay [months]</i>	2	2,333.25	£4,666.50 Taxable	
<i>25% uplift (ER failure to comply)</i>	0.25	£4,666.50	<u>£1,166.63</u>	
			<u>£5,833.13</u>	£12,832.88
Holiday pay (annual leave)				
<i>Due and unpaid at EDT [days]</i>	7	107.69	<u>£753.82</u> Taxable	£13,586.69
Compensatory award				
<i>Loss of statutory rights</i>	1.00	£538.44	£538.44	
<i>Pension losses</i>	1.00	£1,074.68	£1,074.68	
<i>Class 1 NIC contributions (pension)</i>	12.00	£14.58	<u>£174.96</u>	
			<u>£1,788.08</u>	£15,374.78

Claimant	Sanaa Alam
Claim reference	2301713-2023
Respondent	Farewell Allies Ltd (formerly Inner Allies and Mind Allies Ltd)

	Units	Rate (gross)	Total	Overall subtotal
Unlawful deductions from wages				
<i>Wages due and not paid [months]</i>	3.00	2,166.67	<u>£6,500.00</u> Taxable	£6,500.00
Wrongful dismissal				
<i>Contractual notice pay [months]</i>	1	2,166.67	£2,166.67 Taxable	
<i>25% uplift (ER failure to comply)</i>	0.25	£2,166.67	<u>£541.67</u>	
			<u>£2,708.33</u>	£9,208.33
Holiday pay (annual leave)				
<i>Due and unpaid at EDT [days]</i>	7	100.00	<u>£700.00</u> Taxable	£9,908.33
Compensatory award				
<i>Loss of statutory rights</i>	1.00	£500.00	£500.00	
<i>Pension losses</i>	1.00	£802.56	£802.56	
<i>Class 1 NIC contributions (pension)</i>	12.00	£14.58	<u>£174.96</u>	
			<u>£1,477.52</u>	£11,385.85