



# EMPLOYMENT TRIBUNALS

**Claimants:** Ms L Tucker and others (see Appendix 1)

**Respondent:** Silurian Hotel Management Ltd

**Heard at:** Newport **On:** 23 January 2024

**Before:** Employment Judge C Sharp  
(sitting alone)

**Representation:**

Claimants: In person (except for Ms Jones, Mr Arthur and Ms Nawas  
who were not excused)

Respondent: Not in attendance and debarred

## JUDGMENT

The judgment of the Employment Judge sitting alone is that:

1. Ms Nawas 1600904/23) and Mr Arthur (1601150/23) failed to attend or provide a Schedule of Loss as ordered. They either gave no reason for non-attendance and non-compliance or insufficient reasons. Their claims are dismissed under Rule 47 of the Employment Tribunal Rules of Procedure;
2. Ms Jones (1601295/23) failed to attend and gave an insufficient reason for her non-attendance as she failed to provide any evidence on this matter. However, her claim was not dismissed under Rule 47 as she had provided a Schedule of Loss and her colleagues gave the further evidence required;
3. The Claimants set out below have succeeded in the following claims, which have been well-founded. The Respondent must pay the sums set out below:
  - 3.1 Ms Tucker (1600901/23) succeeds with her claims of breach of contract/wrongful dismissal (£585), unauthorised deduction from wages which

also includes £584.40 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £1646.06 gross), and redundancy pay (£877.50);

3.2 Mr Dsouza (1601191/23) succeeds with his claims of breach of contract/wrongful dismissal (£420), and unauthorised deduction from wages which also includes £1680 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £2688 gross);

3.3 Ms Sylvester (1601161/23) succeeds with her claims of breach of contract/wrongful dismissal (£1076), unauthorised deduction from wages which also includes £1045.84 accrued and unpaid holiday pay (the total unpaid wages and holiday pay £4624.73 gross), and redundancy pay (£1076);

3.4 Ms Jones (1601295/23) succeeds with her claims of breach of contract/wrongful dismissal (£389.60), and unauthorised deduction from wages which also includes £935.04 accrued and unpaid holiday pay (the total unpaid holiday pay and wages is £1996.70 gross);

3.5 Mr Galimitakis (1601155/23) succeeds with his claims of breach of contract/wrongful dismissal (£440), and unauthorised deduction from wages which also includes £440 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £979 gross);

3.6 Mr Clifford (1601301/23) succeeds with his claims of breach of contract/wrongful dismissal (£499.80) and unauthorised deduction from wages of £1049.58 gross;

3.7 Ms Enos (1601173/23) succeeds with her claims of breach of contract/wrongful dismissal (£840), unauthorised deduction from wages which also includes £378 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £1459.50 gross), and redundancy pay (£1260);

3.8 Ms Moores (1601169/23) succeeds with her claims of unauthorised deduction from wages which also includes £840 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £1191.43 gross);

3.9 Ms Crawford (1601156/23) succeeds with her claims of breach of contract/wrongful dismissal (£260.50), and unauthorised deduction from wages which also includes £234.45 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £672.09 gross);

3.10 Ms Michalkiewicz (1601249/23) succeeds with her claim of unauthorised deduction from wages which also includes £190 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £505.97 gross);

3.11 Ms Cromwell (1601232/23) succeeds with her claims of breach of contract/wrongful dismissal (£225.63), and unauthorised deduction from wages which also includes £247.95 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £846.45 gross);

3.12 Mr Kelley (1601294/23) with his claim of unauthorised deduction from wages which also includes £1008 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £2548 gross);

3.13 Ms Short (1601157/23) succeeds with her claims of breach of contract/wrongful dismissal (£260.50), and unauthorised deduction from wages which also includes £234.45 accrued and unpaid holiday pay (the total unpaid wages and holiday pay is £376.55 gross).

4. The Claimants are responsible for any tax or national insurance that may be due to the sums awarded above.

Employment Judge C Sharp  
Dated: 23 January 2024

JUDGMENT SENT TO THE PARTIES ON 25 January 2024

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

#### **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.

#### **Public access to employment tribunal decisions**

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#### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

## **Appendix 1 – list of Claimants**

1600901/2023	Mrs Leanne Tucker
1600904/2023	Miss Fraheen Nawaz
1601150/2023	Mr Louis Arthur
1601155/2023	Mr Michail Galimitakis
1601156/2023	Mrs Teti Crawford
1601157/2023	Mrs Karuna Short
1601161/2023	Ms Katy Sylvester
1601169/2023	Miss Billie Moores
1601173/2023	Miss Tracey Enos
1601191/2023	Mr Blazio Samiro Dsouza
1601232/2023	Mrs Pamela Cromwell
1601249/2023	Miss Katarzyna Michalkiewicz
1601294/2023	Mr Joshua Kelley
1601295/2023	Miss Elizabeth Jones
1601301/2023	Mr John Clifford