Case No: 3315223/2022 3315224/2022 3315225/2022 3315226/2022 3315227/2022 3307826/2023



EMPLOYMENT TRIBUNALS

| Claimant: | Mrs Norris Miss Tuttle Mrs Fryer Mrs Hurdle Mrs Bentick-Hill Mr Draper | | |
|---|---|-------------|---------------------|
| Respondent: | The estate of Jonathan Draper (trading as Draper & Co and W M Draper) | | |
| Heard at: | Reading | On: | 25 & 26 April 2024 |
| Before: | Employment Judge Shastri-Hurst | | |
| Representation Claimant: Respondent: | in person Ms Atherton & Ms Colla | ır (persona | ll representatives) |

JUDGMENT

Wages

- 1. The claimants' complaints of unauthorised deductions from wages are well-founded. The respondent made an unauthorised deduction from the claimants' wages in the period 1 to 8 November 2022 (inclusive).
- 2. The respondent shall pay the claimants the sums set out in the table below; these are the gross sums deducted. The claimants are responsible for the payment of any tax or National Insurance.

Holiday Pay

- 3. The complaints in respect of holiday pay are well-founded. The respondent made an unauthorised deduction from the claimants' wages by failing to pay the claimants for holidays accrued but not taken on the date the claimants' employment ended (8 November 2022).
- 4. The respondent shall pay the claimants the sums set out in the table below. The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

5. Under section 163 Employment Rights Act 1996 it is determined that the claimants are entitled to a redundancy payment as set out in the table below.

Notice pay

6. The claimants' claims for notice pay are not well-founded and fail.

| | Unnpaid wages | Holiday pay | Redundancy pay |
|--------------|---------------|-------------|----------------|
| NORRIS | £3,061.50 | £2,778.22 | £15,702.50 |
| TUTTLE | £411.60 | £135.32 | N/A |
| FRYER | £276.24 | £555.24 | £8,287.20 |
| HURDLE | £392 | £259.77 | N/A |
| BENTICK-HILL | £193.50 | £240.34 | £1,158.30 |
| DRAPER | £205.12 | N/A | £5,400 |

Table of Sums Due

Case No: 3315223/2022 3315224/2022 3315225/2022 3315226/2022 3315227/2022 3307826/2023

Employment Judge Shastri-Hurst

Date 26 April 2024

JUDGMENT SENT TO THE PARTIES ON

......23 May 2024.....

...... S.Kent..... FOR THE TRIBUNAL OFFICE

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

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.