



# EMPLOYMENT TRIBUNALS

**Claimant:** T D Allen and others

**Respondent:** 3RiO Group Limited

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

### Background

1. The respondent has failed to present a valid response on time to each of these claims and a determination can properly be made of the claims in accordance with rule 21 of the Rules of Procedure.
2. The figures below are awarded in gross sums. The claimants should be aware that they may receive less than these amounts if the respondent accounts for statutory deductions before satisfying the awards. If the respondent pays the claimants the gross figures, then each claimant may need to satisfy any tax burdens individually from that award.
3. The amounts awarded are those claimed on the claim form. Higher amounts claimed by claimants in subsequent correspondence have not been awarded because no permission to amend the claim form has been sought.
4. The hearing on **1 October 2024** is cancelled.

### T D Allen

5. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£3,000.00**.
6. No award has been made for holiday pay because there was no such claim on the claim form.

7. No award has been made for unpaid employer's pension contributions because such deductions are authorised at the time they are made. The matter can be pursued through the Pensions Regulator.

**T Griffiths**

8. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,253.50**.
9. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of **£1,441.52**.
10. Consequently, the respondent must pay the claimant the total gross sum of **£2,695.02**.

**J Jenner**

11. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,466.05**.
12. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£545.00**.
13. Consequently, the respondent must pay the claimant the total gross sum of **£2,011.05**.

**A A Ogunbadejo**

14. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£3,146.88**.

**H Sharif**

15. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£4,469.00**.

**T Acquaye**

16. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,111.80**.

**T Lynn**

17. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£2,746.80**.

18. No protective award under the Trade Union and Labour Relations (Consolidation) Act 1992 has been made because no such claim was made on the claim form.

**Surdeep Singh**

19. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£3,86.50**
20. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£379.50**
21. Consequently, the respondent must pay the claimant the total gross sum of **£4,242.00**
22. No award has been made for unfair dismissal or redundancy because, according to the claim form, the claimant had not been continuously employed for at least two years when employment ended. If the claimant provides evidence that he was employed by the respondent for more than two years, the judgment can be reconsidered on this point.

**Surjeet Singh**

23. The claims are dismissed in the absence of any information provided by the claimant about the amounts claimed.

**U J Panama**

24. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£3,103.95**.

**S Banigo**

25. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£4,107.00**.

**B Ugiagbe**

26. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£3,622.14** (monthly gross pay of £2,616 x 12 months /52 weeks = £606.69 gross per week x 6 weeks = £3,622.14).

**No awards**

27. No awards have yet been made to the following claimants. Separate judgments are to follow for:

- a. P Adeniyi**

**Case Numbers: 2400268/2024 and Others**  
**See attached schedule**

- b. J Oppong**
- c. K Amaning**

Regional Employment Judge Franey

Date: 29 July 2024

JUDGMENT SENT TO THE PARTIES ON

5 August 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **2400268/2024 & Others**

Name of case: **Mr T D Allen & Others** v **3RIO Group Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: **5 August 2024**

**the calculation day** in this case is: **6 August 2024**

**the stipulated rate of interest** is: **8% per annum**.

MISS K MCDONAGH  
For the Employment Tribunal Office

## GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:  
[www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426](https://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426)  
  
If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.
2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.

Case Numbers: 2400268/2024 and Others  
See attached schedule

## SCHEDULE

Case number	Claimant
2400268/2024	T D Allen
2400370/2024	T Griffiths
2400371/2024	J Jenner
2400404/2024	A A Ogunbadejo
2400498/2024	H Sharif
2400703/2024	T Acquaye
2400712/2024	T Lynn
2400864/2024	Surdeep Singh
2400865/2024	Surjeet Singh
2401242/2024	U J Panama
2401501/2024	S Banigo
2401511/2024	B Ugiagbe
2400421/2024	P Adeniyi
2400851/2024	J Oppong
2402230/2024	K Amaning