



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Roe and others  
**Respondent:** Impact Business Shared Services Ltd  
**Heard at:** Watford Employment Tribunal

## JUDGMENT (Rule 22)

1. The claim was presented in the Watford Employment Tribunal on 8 October 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim or part of it in accordance with Rule 22 of the Rules of Procedure.
2. The respondent is ordered to pay the claimants the sums of money set out in the schedule attached to this judgment.

## SCHEDULE TO JUDGMENT

### Ryan Morgan – 331669/2024

3. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £3,625.61 gross.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,076.90.
5. The respondent must pay the claimant £4,702.51 in total.

### Maisie Roe – 3311092/2024

6. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,833.33 gross.
7. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant in the sum of £2,333.44.
8. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £523.08.

9. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,962.00.
10. The respondent must pay the claimant £7651.85 in total.

**Bryony James – 3311430/2024**

11. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,270.83 gross.
12. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £628.84.
13. The claimant was dismissed in breach of contract in respect of notice. However, the claimant mitigated her loss through receipt of benefits and new employment and, as such, no award for damages is made.
14. The respondent must pay the claimant £2899.67 in total.

**Ryan McCaulay – 3311433/2024**

15. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £4,000.00 gross.
16. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £2,953.85.
17. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £3,173.45.
18. The respondent must pay the claimant £10,127.30 in total.

**Deividas Vilicka – 3311439/2024**

19. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,041.67 gross.
20. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,507.68.
21. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,763.46.
22. The respondent must pay the claimant £5,312.81 total.

**Brendan Harper – 3311426/2024**

23. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,291.67 gross.
24. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,692.32.
25. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,943.46.

- 26. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,057.70.
- 27. The respondent must pay the claimant £6,985.15 total.

Richard Todd – 3311438/2024

- 28. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,500.00 gross.
- 29. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,615.37.
- 30. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £2,093.45.
- 31. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,442.30.
- 32. The respondent must pay the claimant £7,651.12 total.

Tania Ideson – 3311429/2024

- 33. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,166.67 gross.
- 34. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,853.46.
- 35. The respondent must pay the claimant £4,020.13 total.

Tiago D Carmo – 3311422/2024

- 36. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £1,750.00 gross.
- 37. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,292.32.
- 38. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,553.45.
- 39. The respondent must pay the claimant £4,595.77 total.

Tobosun Samuel Bajulaye – 3311417/2024

- 40. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £1,958.33 gross.
- 41. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £542.30.
- 42. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,703.44.
- 43. The respondent must pay the claimant £4,204.07 total.

Christopher Knight – 3311431/2024

44. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,083.33 gross.
45. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,442.31.
46. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,793.44.
47. The respondent must pay the claimant £5,319.08 total.

Sarah Diamond – 3311421/2024

48. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,000.00 gross.
49. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,015.39.
50. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,733.45
51. The respondent must pay the claimant £4,748.84 total.

Francesca Finch – 3311424/2024

52. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,083.33 gross.
53. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £480.77.
54. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,793.44.
55. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £961.54.
56. The respondent must pay the claimant £5,319.08 total.

Robert Graves – 3311425/2024

57. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £4,791.67 gross.
58. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £3,659.26.
59. The respondent must pay the claimant £8,450.93 total.

Adam Cracknell – 3311420/2024

60. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £4,166.67 gross.

- 61. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £769.23.
- 62. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £3,293.46.
- 63. The respondent must pay the claimant £8,229.36 total.

Luke Bygrave – 3311419/2024

- 64. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,333.33 gross.
- 65. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £430.77.
- 66. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,973.44.
- 67. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,615.38.
- 68. The respondent must pay the claimant £6,352.92 total.

Yogini Patel - 3311435/2024

- 69. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £3,833.33 gross.
- 70. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £884.62.
- 71. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £3,053.44.
- 72. The respondent must pay the claimant £7,771.39 total.

Ian Nixon – 3311434/2024

- 73. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £3,000.00 gross.
- 74. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £2,215.39.
- 75. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £2,453.45.
- 76. The respondent must pay the claimant £7,668.84 total.

James Hudson – 3311428/2024

- 77. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,916.67 gross.
- 78. The respondent has failed to pay the claimant's holiday entitlement and must pay

the claimant £1,076.92.

79. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £2,393.46.
80. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,346.16.
81. The respondent must pay the claimant £7,733.51 total.

Joanne Leach - 3311432/2024

82. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £4,416.67 gross.
83. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £3,261.53.
84. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £3,441.76
85. The respondent must pay the claimant £11,119.98 total.

William Burton – 3311418/2024

86. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,750.00 gross.
87. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £999.52.
88. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £2,273.45.
89. The respondent must pay the claimant £6,022.97 total.

Elisha Hickin – 3311427/2024

90. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,750.00 gross.
91. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,015.39.
92. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £2,273.45.
93. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,903.86.
94. The respondent must pay the claimant £7,942.70 total.

Mia Penson – 3311436/2024

95. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,125.00 gross.

96. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,569.21.
97. The claimant was dismissed in breach of contract in respect of notice. The respondent must pay the claimant £1,823.45.
98. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £980.76.
99. The respondent must pay the claimant £6,498.76 total.

Approved by:

**Employment Judge French**

23 May 2025

JUDGMENT SENT TO THE PARTIES ON

....19 June 2025....

.....  
FOR THE TRIBUNAL OFFICE