



EMPLOYMENT TRIBUNALS

Claimants: (1) C Dickinson
(2) E Cousins
(3) D Reynolds

First Respondent: RLH Associates Limited

Second Respondent: Rapid Commercial Solutions Limited

Third Respondent: Richard Lloyd-Hughes

Rule 95 party: Secretary of State for Business and Trade

Heard at: Newcastle (by CVP) **On:** 9 and 10 December 2025

Before: Employment Judge Childe

REPRESENTATION:

Claimants: In person
Respondent: Ms Amanda Marquarite Robinson (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. Under section 163 Employment Rights Act 1996 it is determined that the claimants are entitled to a redundancy payment from the second respondent.
2. The first and second claimants' complaint in respect of holiday pay is well-founded. The second respondent made an unauthorised deduction from the first and second claimants' wages by failing to pay the claimants for holidays accrued but not taken on the date the claimants' employment ended.
3. The claimants' complaint of breach of contract in relation to notice pay contributions against the second respondent is well-founded.
4. The first and second claimants' complaint of breach of contract in relation to the second respondent failing to pay employer pension contributions to the first and second claimants is well-founded.
5. The first and second claimants' complaint of breach of contract in relation to sums deducted from wages, ostensibly as employee pension contributions but then not paid into their respective pensions, against the second respondent, is well-founded.
6. The first and second claimants' complaint of unauthorised deductions from wages, in that sums were deducted from wages, ostensibly as employee pension contributions but then not paid into their respective pension, against the second respondent, is well-founded.
7. The second respondent made an unauthorised deduction from the first claimant's wages by failing to pay her wages due in her December 2024 salary.
8. The second respondent breached the first claimant's contract of employment by failing to pay her wages due in her December 2024 salary.
9. The claimants' complaint of unfair dismissal against the second respondent is well-founded. The claimants were unfairly dismissed.
10. The claimants' claims against the third respondent are not well founded and are dismissed.

**Approved by:
Employment Judge Childe
10 December 2025**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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