



EMPLOYMENT TRIBUNALS

Claimant: Ms Hellaby; Ms Capitan; Mr Hunter

Respondent: Saint Noir Limited

Heard at: London South, by CVP

On: 28 April 2026

Before: Employment Judge Rice-Birchall

Representation

Claimants: In person

Respondent: RNR

JUDGMENT

Ms Hellaby

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 8 September 2025 to 3 October 2025.

2. The respondent shall pay the claimant £3846.15, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Ms Capitan

3. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 8 September 2025 to 20 October 2025.

4. The respondent shall pay the claimant £4384.62, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Mr Hunter

5. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 8 September 2025 to 24 October 2025.

6. The respondent shall pay the claimant £4038.46, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Approved by:

Employment Judge Rice-Birchall

28th April 2026

Judgment sent to parties on:

7th May 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/