



EMPLOYMENT TRIBUNALS

Claimants

Mr W Crouch (1)
Mr R McAdam (2)
Mr I Verdis (3)
Mr N De Abreu (4)
Ms S Richardson (5)

AND

Respondent

Beachclub Limited

Heard at: London Central

On: 15 October and 23 November 2018

Before: Employment Judge Norris

Appearances

For the Claimants: (1)-(3) Did not appear & were not represented
(4) In person (15 October 2018)
(5) In person (23 November 2018)

For the Respondent: Did not appear & was not represented

JUDGMENT

- (1) The First, Second and Third Claimants having settled their claims through ACAS, their claims are dismissed pursuant to Rule 52, Schedule 1, Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 ("Rules").
- (2) No response having been received to the Fourth or Fifth Claimants' claims, judgment is entered in their favour.
- (3) The Respondent is ordered to pay the net sum of £4,666.54 to the Fourth Claimant, broken down as follows:
 - a. £2,540 unlawful deductions from wages;
 - b. £1,270 balance of notice pay; and
 - c. £583 losses attributable to the above pursuant to section 24(2) Employment Rights Act 1996 ("ERA").

**Case Numbers: 2204579/2018
2204820/2018
2204896/2018
2204899/2018
2205369/2018**

(4) The Respondent is ordered to pay the sum of £6,725.04 to the Fifth Claimant, broken down as follows:

- a. £2,967.35 unlawful deductions from wages;
- b. 256.88 failure to pay employer's pension contributions (also an unlawful deduction from wages);
- c. £2,522.83 loss of earnings attributable to unfair dismissal (section 104 ERA);
- d. £253.25 bank charges and £116.73 loss of a day's pay to attend the hearing (section 24(2) ERA);
- e. £608.00 preparation time (Rules).

(5) The Tribunal will consider imposing an Employer Penalty at a Hearing on 11 January 2019.

Employment Judge Norris

Dated: 23 November 2018

Judgment sent to the parties on:

26 November 2018

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For the Tribunal Office