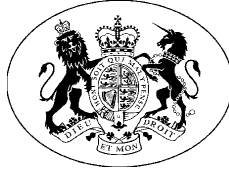


Case Nos. 1400673/2023  
1400681/2023  
1400682/2023  
1400691/2023  
1400712/2023  
1401028/2023



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss N Cottle (1)  
Mr G Zdeb (2)  
Miss K Kedziorska (3)  
Mr C Fernandes (4)  
Mrs P Naik Vaz (5)  
Mr P Newman (6)

**Respondents:** Dough & Co Swindon Limited (1)  
Dough & Co Trowbridge Limited (2)  
Dough & Co Sudbury Limited (3)  
Dough & Co The Moor Limited (4)

**Heard at:** Bristol (by video)

**On:** 4 April 2024

**Before:** Employment Judge C H O'Rourke

**Representation:**

**Claimants:** in person

**Respondents:** not in attendance, or represented

## JUDGMENT

1. The Third and Fourth Respondents are dismissed from these proceedings.
2. The First Claimant's claim of unfair dismissal and the First, Second and Fifth Claimants' claims for failure to pay a redundancy payment are dismissed for want of jurisdiction, on the basis that they had insufficient service to bring such claims.

3. The First Respondent (Dough & Co Swindon Ltd) failed to pay pay in lieu of notice, arrears of holiday pay and made unlawful deductions from pay, in respect of the First, Fourth and Fifth Claimants, at the termination of their employment on or about 2 December 2022 and is ordered to pay them the sums set out below:

a. First Claimant (Miss Cottle):

- i. One week's pay in lieu of notice - £538.46
- ii. Arrears of one week's holiday pay - £538.46
- iii. Unlawful deduction from wages of just under one week - £515.36

Total £1592.28

b. Fourth Claimant (Mr Fernandes):

- i. One week's pay in lieu of notice - £185.00
- ii. Arrears of one week's holiday pay - £185.00
- iii. Unlawful deductions from wages of four weeks' pay - £740.00

Total £1100.00

c. Fifth Claimant (Mrs Naik Vas):

- i. One week's pay in lieu of notice - £480.00
- ii. Arrears of three weeks' holiday pay - £1440.00
- iii. Unlawful deductions from wages for two days - £192.00

Total £2112.00

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4. The Second Respondent (Dough & Co Trowbridge Ltd) failed to pay pay in lieu of notice and arrears of holiday pay to the Second Claimant and failed to pay pay in lieu of notice, arrears of holiday pay and made unlawful deductions from pay, in respect of the Third and Sixth Claimants, at the termination of their employment on or about 2 December 2022 and is ordered to pay them the sums set out below:

a. Second Claimant (Mr Zdeb):

- i. One week's pay in lieu of notice - £300.00
- ii. Arrears of two weeks' holiday pay - £600.00

Total £900.00

b. Third Claimant (Miss Kedziorska):

- i. One week's pay in lieu of notice - £635.00
- ii. Arrears of two weeks' holiday pay - £1270.00
- iii. Unlawful deduction of wages for two days - £254.00

Total £2159.00

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c. Sixth Claimant (Mr Newman):

- i. One week's pay in lieu of notice - £205.00
- ii. Arrears of one week's holiday pay - £205.00
- iii. Unlawful deduction of wages for one week - £205.00

Total £615.00

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Employment Judge O'Rourke  
Dated: 4 April 2024

Judgment sent to the Parties on 19 April 2024

For the Employment Tribunal