



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 18 March 2024

Claimants: (1) Ms Hazel Roach
(2) Ms Shonelle Douglas
(3) Ms Oghene-Fega Avwunu
(4) Mr Ona-Taghogo Avwunu
(5) Mr Dan Mellins-Cohen

Respondent: BC Media Consultancy Limited

Before: Employment Judge E Fowell

Representation:

Claimants In Person
Respondent No appearance

JUDGMENT

1. Ms Hazel Roach (2305259/2023) is awarded compensation for unlawful deduction from wages of **£4,846.17**, comprising:
 - (a) wages from 1 July 2023 to her termination date of 20 July 2023 of £2,153.85, and
 - (b) four weeks' notice pay of £2,692.32
2. She is also owed expenses of £255.92. Expenses are not wages but are awarded as compensation for breach of contract.
3. Accordingly, the total sum owing to Ms Roach is **£5,102.09**
4. Ms Shonelle Douglas (2305260/2023) is awarded compensation for unlawful deduction from wages of **£5,965.59**, comprising:
 - (a) wages for July 2023 of £3,333.33
 - (b) wages from 1 August 2023 to her termination date of 17 August 2023 of £1,863.03, and
 - (c) one week's notice pay of £769.23
5. Ms Oghene-Fega Avwunu (2305954/2023) is awarded compensation for unlawful deduction from wages of **£2,728.16**, comprising:
 - (a) wages from 1 July 2023 to her termination date of 27 July 2023 of £1,902.36, and

- (b) one week's notice pay of £576.92
6. Mr Ona-Taghogho Avwunu (2305961/2023) is awarded compensation for unlawful deduction from wages of **£3,206.19**, comprising:
- (a) wages from 1 July 2023 to his termination date of 27 July 2023 of £2,533.11, and
 - (b) one week's notice pay of £673.08
7. Mr Dan Mellins-Cohen (2306153/2023) is awarded compensation for unlawful deduction from wages of **£7,971.99**, comprising:
- (a) wages for June 2023 of £3,333.33
 - (b) four weeks' notice pay of £3,076.92
 - (c) holiday pay of £1,299.84
 - (d) expenses of £508.06
 - (e) agreed uplift of £261.90
8. He is also owed expenses of £508.06. Expenses are not wages but are awarded as compensation for breach of contract.
9. Accordingly, the total sum owing to Mr Mellins-Cohen is **£8,480.05**
10. Applying the guidance in **Walters t/a Rosewood v Barik UKEAT/0053/16/BA**, each award for unlawful deduction from wages is a gross amount which the respondent can satisfy by payment to the claimant of the net amount due and payment to HMRC of any tax and national insurance which falls to be deducted at source.
11. Two additional claim forms were submitted by Ms Oghene-Fega Avwunu (2305962/2023) and Mr Ona-Taghogho Avwunu (2305955/2023) which appear to be duplicates and are dismissed on withdrawal.

Employment Judge Fowell
Date: 18 March 2024

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.

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Recording and Transcription

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>