



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Christopher Bunting  
(2) Ciro La Sorte  
(3) Neetu Sahota  
(4) Herve Rimbaud

**Respondents:** Secrets (Western) Ltd

## JUDGMENT

### Rule 21 Employment Tribunal Rules 2013

1. The respondent has failed to file an ET3 Grounds of Resistance in this case.
2. Having considered the ET1, REJ Wade has decided that a determination of the claims can properly be made without a hearing and the Judgment of the Tribunal, made under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, is as set out below.
3. The respondent has unlawfully failed to pay salary, notice pay, redundancy and holiday to the claimants and the tribunal orders the respondent to pay them the sums set out below and to account to /HMRC for any tax and NI due.
4. Awards and payments due as follows:
  - 4.1 **Christopher Bunting:**  
Salary: £11,666  
Notice pay: £16,153  
Redundancy pay: £7,344  
Holiday pay: £7,538.
  - 4.2 **Ciro La Sorte**  
Salary: £6,500  
Notice pay: £9,000  
Redundancy pay: £8,976  
Holiday pay: £4,200.
  - 4.3 **Neetu Sahota**  
Salary: £6,500  
Notice pay: £9,000  
Redundancy pay: £5,712  
Holiday pay: £4,200.

**4.4 Herve Rimbaud**

Salary: £6,500

Notice pay: £9,000

Redundancy pay: £8,704

Holiday pay: £4,200.

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Regional Employment Judge Wade

Date\_1 August 2022\_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

01/08/2022

FOR THE TRIBUNAL OFFICE