



# THE EMPLOYMENT TRIBUNALS

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<b>Heard at:</b>	Croydon (by video)	<b>On:</b> 28 May 2024
<b>Claimants:</b>	Miss Lertwatsana Mr Wongchuen Mrs Cahill Mrs Klinson Mrs Sutharak Mrs Watts	
<b>Respondent:</b>	Yewdean Limited	
<b>Before:</b>	Employment Judge Robinson	
<b>Representation:</b>		
<b>Claimants</b>	In Person (with Mr Dalton supporting Mrs Klinson) Mrs Watts did not attend Mrs Sutharak did not attend	
<b>Respondent</b>	Did not attend	

## JUDGMENT

The judgment of the Tribunal is that:

1. Mrs Lertwatsana's claims succeed and the Respondent is ordered to pay

- her the following gross amounts:
- a. £1,169 notice pay (2 weeks x £585.50 gross weekly pay).
  - b. £584.50 for accrued but untaken holiday (1 week's gross pay).
  - c. £1,753.50 as a redundancy payment.
  - d. £1,169 (2 weeks' gross pay) compensation pursuant to section 38 of the Employment Act 2002 for failure to provide a written employment contract.
2. Mr Wongchuen's claims succeed and the Respondent is ordered to pay him the following gross amounts:
- a. £1,242.64 notice pay (2 weeks x £621.32 gross weekly pay).
  - b. £621.32 for accrued but untaken holiday (1 week's gross pay).
  - c. £1,863.96 as a redundancy payment.
  - d. £1,242.64 (2 weeks' gross pay) compensation pursuant to section 38 of the Employment Act 2002 for failure to provide a written employment contract.
3. Mrs Cahill's claims succeed and the Respondent is ordered to pay her the following gross amounts:
- a. £798 unauthorised deduction from wages for failing to pay Mrs Cahill her full amount of wages in October and November 2023.
  - b. £420 notice pay (1 week's gross pay).
  - c. £420 for accrued but untaken holiday (1 week's gross pay).
  - d. £840 (2 weeks' gross pay) compensation pursuant to section 38 of the Employment Act 2002 for failure to provide a written employment contract.
4. Mrs Klinson's claims succeed and the Respondent is ordered to pay her the following gross amounts:
- a. £767.25 unauthorised deduction from wages for failing to pay Mrs Klinson her full amount of wages in October and November 2023.
  - b. £370.94 notice pay (1 week's gross pay).
  - c. £741.88 (2 weeks' gross pay) compensation pursuant to section 38 of the Employment Act 2002 for failure to provide a written employment contract.
5. Mrs Sutharak's claims succeed. The Tribunal has relied upon Rule 47 to proceed in her absence. The Respondent is ordered to pay her the following gross amounts:
- a. £399 unauthorised deduction from wages for failing to pay Mrs Sutharak her full amount of wages in October and November 2023
  - b. £262.50 notice pay (1 week's gross pay).

- c. £1,050 for accrued but untaken holiday (4 weeks' gross pay).
  - d. £525 (2 weeks' gross pay) compensation pursuant to section 38 of the Employment Act 2002 for failure to provide a written employment contract.
6. Mrs Watt's claims succeed. The Tribunal has relied upon Rule 47 to proceed in her absence. The Respondent is ordered to pay her the following gross amounts:
- a. £157.50 unauthorised deduction from wages for failing to pay Mrs Watts her full amount of wages in October and November 2023
  - b. £157.50 notice pay (1 week's gross pay).
  - c. £157.50 for accrued but untaken holiday (1 week's gross pay).
  - d. £315 (2 weeks' gross pay) compensation pursuant to section 38 of the Employment Act 2002 for failure to provide a written employment contract.

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Employment Judge **Robinson**

Date: **28 May 2024**

JUDGMENT SENT TO THE PARTIES ON

Date: **31 May 2024**

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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.

**Case Numbers: 2306992/2023, 2306994/2023, 2307013/2023, 2307025/2023,  
2307053/2023, 2301193/2024, 2302799/2024**

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