



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss T Hockey  
Mr D Lane

**Respondent:** Snatch 44 Limited

**Heard at:** Carlisle Magistrates Court      **On:** 17 April 2018

**Before:** Employment Judge Humble

## REPRESENTATION:

**Claimants:** In person  
**Respondent:** Mr S Pettigrew, Operations Manager

# JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The respondent made unauthorised deductions from the claimants' wages. The respondent is ordered to pay each of the claimants the sum of £1,043.14.
2. The respondent failed to issue the claimants with a statement of employment particulars. The respondent is ordered to pay each of the claimants the sum of £421.57.
3. The respondent failed to provide the claimants with itemised payslips in March 2017 and April 2017. The respondent is ordered to pay the claimants the shortfall in pay for those months in the sum of £1,043.41. This duplicates the unauthorised deduction from wages claim and there shall be no double recovery.
4. The respondent is therefore ordered to pay each of the claimants the sum of £1,464.71.
5. The holiday pay claims are dismissed on withdrawal by the claimants.

6. For the avoidance of doubt, the respondent is Snatch 44 Limited, a company registered under company number 09194670 whose registered Office is The Dalesman, Main Street, Sedbergh, Cumbria, LA10 5BN. Insofar as any earlier judgment identified a different legal entity then this company is substituted as the correct respondent.

Employment Judge Humble

Date 28 April 2018

JUDGMENT SENT TO THE PARTIES ON  
3 May 2018

FOR THE TRIBUNAL OFFICE

**Note**

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case numbers: 2404997/2017 & 2404998/2017

Name of cases: Miss T Hockey                      v                      Snatch44 Limited  
Mr D Lane

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 3 May 2018

"the calculation day" is: 4 May 2018

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL  
For the Employment Tribunal Office