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EMPLOYMENT TRIBUNALS

Claimants: (1) Miss S Ayinde
(2) Mrs W Duncan-Smith
(3) Mrs FF Manso

Respondent: Fashion Fair Beauty Products Limited

Heard at: East London Hearing Centre

On: 8 October 2018

Before: Employment Judge Goodrich

Representation

Claimants: In person
Respondent: Did not appear nor was represented

JUDGMENT

The judgment of the Employment Tribunal is that the Respondent made unlawful deductions from the Claimants' wages and the Claimants' were unfairly dismissed. The Recoupment Regulations do not apply to the Claimants' unfair dismissal claims.

REMEDY- Miss Ayinde (case number 3201463/2018)

The Respondent is ordered to pay the Claimant £2929.21 unlawfully deducted from her wages (1 May 2018 – 21 July 2018).

In respect of the Respondent having unfairly dismissed the Claimant, the Respondent is ordered to pay her £7179.07 as follows (£251.07 basic award, £400.00 loss of statutory rights, £6528.00).

Remedy- Mrs Duncan-Smith (case number 3201464/2018)

The Respondent is ordered to pay the Claimant £1365.00 unlawfully deducted from her wages (1 May 2018 – 21 July 2018)

In respect of the Respondent having unfairly dismissed the Claimant, the Respondent is ordered to pay the Claimant £4153.00 as follows (£351.00 basic award; loss of statutory rights £400.00; loss of earnings £3402.00).

Remedy- Mrs Manso (case number 3201465/2018)

The Respondent is ordered to pay the Claimant £1961.55 unlawfully deducted from her wages (1 May 2018 – 21 July 2018).

In respect of the Respondent having unfairly dismissed the Claimant, the Respondent is ordered to pay the Claimant £10,715.45 compensation (basic award £4315.45; loss of statutory rights £400.00; loss of earnings £6,000.00).

Employment Judge Goodrich

23 October 2018