



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss A Duisenova  
Miss J Steele

**Respondents:** Digital Enterprise Festival Ltd (1)  
Utopia Labs Ltd (2)  
Craig Martin Shipley t/a Digital Enterprise  
Festival Limited and/or Utopia Labs Ltd (3)

**Heard at:** London Central                      **On:** 1 April 2019

**Before:** Mr N Deol (Employment Judge)

## Representation

**Claimants:** Miss J Steele  
**Respondent:** Not in attendance

# JUDGMENT

1. The claims of both Claimants are to be considered together.
  - (i) In Claim 2207258/2018 – Utopia Labs Ltd is added as a Respondent to the claim and the name of the existing Respondent is amended to Craig Martin Shipley t/a Digital Enterprise Festival Limited and/or Utopia Labs Ltd
  - (ii) In Claim 2207152/2018 – Craig Martin Shipley t/a Digital Enterprise Festival Limited and/or Utopia Labs Ltd is added to the existing Claim as a 2<sup>nd</sup> Respondent.
2. In the absence of an ET3 form from the Respondents, and given the Respondent's non-attendance at this hearing, the Tribunal has considered the case based on the Claimants' representations.

3. The Claimants claim for unpaid wages for one calendar month is well founded, as a result of which the following net awards are made:

**Miss J Steele - £1360 (Euros 1594)**  
**Miss A Duisenova - £1285 (Euros 1506)**

4. The Claimants are awarded an additional 25% in respect of the Respondent's unreasonable failure to comply with the ACAS Code pursuant to Section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992.

**Miss J Steele - £340**  
**Miss A Duisenova - £321.25**

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Employment Judge Deol

Date 1 April 2019

JUDGMENT SENT TO THE PARTIES ON

2 April 2019

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.