



EMPLOYMENT TRIBUNALS

Claimant: Mr D Kyuchukov

Respondents: (1) Northern Security International Ltd
(2) Accord Security Services Ltd
(3) Northern Security Services (UK) Ltd
(4) Northern Security National Ltd (in creditors voluntary liquidation)

Heard at: Manchester (remote public hearing via CVP)

On: 28 July 2021

Before: Judge Brian Doyle

Representation

Claimant: In person

Respondents: Not in attendance or represented
Response not presented by 3rd and 4th respondents

JUDGMENT

1. At all relevant times for the purposes of this claim, the claimant was an employee employed by the 4th respondent, Northern Security National Ltd (in creditors voluntary liquidation).

2. His complaints under Part 2 of the Employment Rights Act 1996 and/or the Working Time Regulations 1998 in respect of unauthorised deductions from pay and non-payment of holiday pay and paternity leave pay are well-founded in respect of the 4th respondent only and his claim against the 4th respondent only succeeds.

3. The 4th respondent is ordered to pay to the claimant the total sum of £4,870.40 calculated as follows:

Unpaid holiday pay of 28 days per year @ 2 years (56 days) @ £49.41 per day = £2,767.15

Unpaid paternity leave pay of 2 weeks @ £151.97 per week = £303.94

Unlawful deductions from pay in respect of various unauthorised miscellaneous fees and other deductions = £905.97 (2018/2019) and £893.34 (2019/2020).

4. The claim against the 1st, 2nd and 3rd respondents is not well-founded and it is dismissed.

Judge Brian Doyle

Date: 28 July 2021

JUDGMENT SENT TO THE PARTIES ON

29 July 2021

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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 number: **2408763/2020**

Name of case: **Mr D Kyuchukov** v

- 1. Northern Security International Ltd**
- 2. Accord Security Services Limited**
- 3. Northern Security Services (UK) Limited**
- 4. Northern Security National Limited (In Creditors Voluntary Liquidation)**

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 judgment day" is: **29 July 2021**

"the calculation day" is: **30 July 2021**

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office