



EMPLOYMENT TRIBUNALS

BETWEEN

Claimants and **Respondent**

Miss M. Baranowska & Others

**University Hospitals Sussex NHS
Foundation Trust**

Held at: Exeter by Video

On: 11 September 2024

Before: Employment Judge Smail

Appearances

Claimants: Ms D. Cogger (Lay Rep)

Respondent: Mrs H. Winstone (Counsel)

JUDGMENT

1. The claims were brought in time.
2. The claimants' claims to holiday pay in respect of their zero-hours Bank contracts under regulation 16(1) of the Working Time Regulations 1998 are well-founded.
3. The Respondent must pay the Claimants within 28 days the sums calculated by the Respondent as being due in their Counter-Schedule. The sums are payable under regulation 30(5) of the 1998 Regulations.
4. The Claimants Beate Zalewska and Tomasz Czipar only may revert to the Tribunal within 28 Days, if so advised, to challenge the Respondent's calculations of their entitlements in the Counter-Schedule. Any dispute will be decided on the papers by Employment Judge Smail.
5. Liberty to apply.

Full oral reasons were given at the Hearing. If any party requires written reasons, they must email the Bristol Employment Tribunal within 14 days of this Judgment being sent to the parties.

Employment Judge Smail
Date 11 September 2024

South West Region

Judgment sent to the parties on
2 October 2024

Jade Lobb
For the Tribunal Office