



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Ward  
**Respondent:** Yorkshire Rescue Services (BFD) Limited

## AT A HEARING

**Heard at:** Leeds                      **On:** 13<sup>th</sup> August 2019  
**Before:** Employment Judge Lancaster

### Representation

**Claimant:** In person  
**Respondent:** No appearance entered and did not attend

## JUDGMENT

1. The title of the Respondent is amended to Yorkshire Rescue Services (BFD) Limited.
2. The claim for unauthorised deductions from wages succeeds and the Respondent is ordered to pay to the Claimant compensation as follows:

(1) Unpaid gross wages for April 2019 22 days @ £144.00 per day	£3168.00
(2) Unpaid gross overtime for April 2019 @ £12.00 per hour	£1500.00
(3) Outstanding specialist equipment payment	£100.00
(4) 4 weeks' notice period pay to 28 <sup>th</sup> May 2019	<u>£2880.00</u>
	<u>£7648.00</u>
3. The Respondent has failed to pay for 4.45 days accrued but untaken holidays in the leave year commencing 1<sup>st</sup> April 2019 and calculated, gross, pro rata in accordance with the Working Time Regulations 1998 @ 58/365 x 28 days                      £640.80
4. It is declared pursuant to section 12 of the Employment Rights Act 1996 (The Act) that the Respondent has failed to give any itemised pay statement for February, March, April or May 2019. Pursuant to section 26 of the Act no further order for compensation is made, which would otherwise have been made, in respect of any unnotified deductions from wages in the 13 week period up to presentation of this claim.
5. The Respondent has failed to provide a written statement of the terms and conditions of employment which complies with the requirements of section 1 of the Act and if s furtehr ordered , pursuant to section 38 of the Employment Act 2002 to pay an increased award of 2 weeks pay, namely £1440.00

Case: 1803518/2019

EMPLOYMENT JU DGE LANCASTER

DATE 13<sup>th</sup> August 2019