



EMPLOYMENT TRIBUNALS

Claimant: Mr N Graham
Respondent: Cedar Group CIC
Heard at: Newcastle (by CVP)
On: 14 December 2023
Before: Employment Judge Loy (sitting alone)

Representation

Claimant: In person
Respondent: Carly Padmore (Relocation Manager - observer)

JUDGMENT

The Judgment of the Employment Tribunal is that:-

1. The claimant's claim for unlawful deduction from wages is well-founded and succeeds.
2. The claimant's claim for unpaid holiday pay is well-founded and succeeds.
3. The claimant's application for a preparation time order is not well-founded and is dismissed.

The Judgement of the Employment Tribunal on remedy is that:

1. The respondent shall pay to the claimant the total gross sum of £1,117.85.
2. The has been calculated in the following way:
 - a. Unpaid wages: 75 hours (10 days unpaid wages x 7.5 hours per day) @ £11.28 per hour = £846.00.
 - b. Unpaid holiday pay: 24.1 hours accrued unpaid holiday @ £11.28 per hour) = £271.85

Employment Judge Loy

14 December 2023

Public access to employment tribunal decisions

“All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.