



# EMPLOYMENT TRIBUNALS

Claimant: Mrs K Maidwell

Respondent: Ask Creative Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Watford Employment Tribunals on 1 July 2022. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. On the Tribunal’s own initiative, the respondent’s name is amended to Ask Creative Limited, under rule 29.
3. The Tribunal declares the respondent made unauthorised deductions from the claimant’s wages.
4. The Tribunal declares that the claimant is owed holiday pay arriving at a rate of 12.07% of the claimant’s hourly wage.
5. The respondent is ordered to pay the claimant the gross sum of **£936.60** in respect of unpaid wages and holiday pay.
6. Pursuant to S38(3) Employment Act 2002 as the respondent was in breach of the obligation under S1 Employment Rights Act 1996 to provide a written statement of particulars of employments the claimant is also awarded 4 weeks’ pay in respect of that breach, in the sum of **£1000 gross**.

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Employment Judge Laidler

Date: 16 March 2023

JUDGMENT SENT TO THE PARTIES ON  
26 March 2023

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AND ENTERED IN THE REGISTER  
T Cadman

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FOR THE TRIBUNAL OFFICE