



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Lloyd

**Respondent:** Tower Hire and Sales Limited

**Heard at:** ET Cardiff by video

**On:** 31 May 2024

**Before:** Employment Judge N Webb

## Representation

For the Claimant: Representing himself

For the Respondent: No appearance

# JUDGMENT

1. The respondent's application to postpone the hearing is refused. It is in the interests of justice to continue with the hearing in the absence of the respondent as they had not provided a response to the claim or made an application to participate in the proceedings following the notice 04 January 2024.
2. The respondent made an unlawful deduction from the claimant's wages.
3. The respondent did not properly pay the claimant for annual leave accrued but not taken at date of his dismissal.
4. The claimant's hourly rate of pay was £12.02.
5. At the date of his dismissal his weeks pay for the purpose of calculating holiday pay was £499.83, being £99.97 per day.
6. I make the following awards:

### Unlawful deduction from wages

- Unpaid Wages for February and March 2023 - 65.5 hours @ £12.02 = **£787.31**

### Holiday pay

- 4 days @ £99.97 = £399.86
- Payment made by respondent = £336.56
- Outstanding amount = **£63.30**

7. The respondent is ordered to pay the claimant **£850.61**.
8. The respondent is responsible for paying tax and National Insurance contributions in respect of the awards.

Employment Judge N Webb

Date: 31 May 2024

JUDGMENT SENT TO THE PARTIES ON 3 June 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

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