



EMPLOYMENT TRIBUNALS

Claimant: Mr R Phillips

Respondent: Creative Republic of Cardiff Ltd

Heard at: Cardiff **On:** 28 February 2024

Before: Employment Judge C Sharp
(sitting alone)

Representation:

Claimant: In person

Respondent: Ms L Hunt (Director)

JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant's claim for holiday pay is not well-founded and is dismissed;
2. The Claimant's claim for unauthorised deductions from wages is not well-founded;
3. By consent, the Claimant's claim of failure to provide itemised pay statements is well-founded in respect of pay statements due in the 13 weeks prior to the presentation of the claim to the Tribunal. The Respondent is ordered to pay compensation of £300. No uplift as sought by the Claimant in respect of an alleged failure to deal with his grievance was applied as Schedule A2 of the Trade Union and Labour Relations (Consolidation) Act 1992 does not list this claim as being one permitting such an uplift.

Employment Judge C Sharp
Dated: 28 February 2024

JUDGMENT SENT TO THE PARTIES ON 29 February 2024

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>