



EMPLOYMENT TRIBUNALS

Claimants: Mr S West
Ms S Silva

Respondent: Lainston Partners Ltd

Heard at: London Central Employment
Tribunal (by video)

On: 8 October 2024

Before: Employment Judge Hopton

REPRESENTATION:

Claimants: Represented themselves

Respondent: Mr Karra, Managing Director of the respondent

JUDGMENT FOR MR WEST'S CLAIM

The judgment of the Tribunal is as follows:

Wages and Holiday Pay

1. The respondent does not defend the complaint of unauthorised deductions from wages, which is well-founded. The respondent made an unauthorised deduction from the claimant's wages in June 2024.
2. The complaint in respect of holiday pay is not defended and is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
3. The respondent shall pay the claimant:

- a. **£2013.15** net for salary and holiday pay deducted from wages; and
- b. **£79.12** net which is the amount that should have been paid into the claimant's pension in June 2024.
- c. The respondent is responsible for the payment of any tax or National Insurance.

Travel expenses

- 4. The respondent does not defend the claim for travel expenses which is well-founded. The respondent was in breach of contract in failing to reimburse the claimant for travel expenses.
- 5. The respondent shall pay the claimant **£266.46** as damages for breach of contract. This is the net value to the claimant of the amount due. The respondent is responsible for the payment of any tax or National Insurance.

Timeframe for payment

- 6. The respondent did not dispute the amounts due above but said that he would be unable to pay within 14 days. The parties agreed that the payment should be made within 50 days. The standard timeframe for payment of 14 days is therefore varied by this judgment in accordance with Rule 66 of the Employment Tribunal (Constitution and Rules of Procedure) Regulations 2013.

Total and date for payment

- 7. **The respondent must pay to the claimant a total payment of £2358.73 net on or before 27 November 2024.**

**Employment Judge Hopton
8 October 2024**

Judgment sent to the parties on:

18 October 2024

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For the Tribunal:

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