



# THE EMPLOYMENT TRIBUNALS

## BETWEEN

**Claimant:** Mr BM Dufton  
**Respondent:** Mr PW West (trading as PW West Home Improvements)  
**Heard at:** Newcastle Hearing Centre (by CVP)      **On:** 11 April 2024

**Before:** Employment Judge Morris (sitting alone)

### Representation:

**Claimant:** Mrs D Dufton, the claimant's mother  
**Respondent:** In person

## JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claimant's complaint under section 23 of the Employment Rights Act 1996 that the respondent made an unauthorised deduction from his wages contrary to section 13 of that Act in that he did not pay him the wages properly payable to him in connection with his employment is well-founded.
2. In respect of the above unauthorised deduction the respondent is ordered to pay to the claimant the sum of £564.96.
3. The claimant's complaint that, contrary to Regulation 14 of the Working Time Regulations 1998, the respondent had not paid him compensation in respect of his entitlement to paid holiday that had accrued but not been taken by him at the termination of his employment is well-founded.
4. In that respect, the respondent is ordered to pay to the claimant the sum of £60.83.
5. The claimant's contract claim that the respondent was in breach of his contract of employment by not reimbursing him the cost of two rail tickets to which he contended he was entitled in accordance with that contract, is not well-founded and is dismissed.

6. In summary, the total amount that the respondent is ordered to pay to the claimant is £625.79.
7. Each of the awards referred to above have been calculated by reference to the claimant's gross pay and any liability to income tax or employee's national insurance contributions shall be the liability of the claimant alone.

**EMPLOYMENT JUDGE MORRIS**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 16 April 2024**

**Notes**

**Video hearing**

This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

**Reasons**

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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