



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Louise Finch  
**Respondent:** Dunn 460 Ltd t/a Rustic Centre  
**On:** 16 August 2024  
**Before:** Employment Judge Ahmed (sitting alone)  
**At:** Leicester (via CVP)

## **Representation**

**Claimant:** In person  
**Respondent:** Mr Williams, Solicitor

## **JUDGMENT**

The decision of the Tribunal is that:

1. The Respondent is ordered to pay to the Claimant £544.50 in respect of an unlawful deduction of wages. This must be paid without deduction of tax or national insurance. The Claimant will be responsible for any tax and national insurance liability thereon.
2. The Respondent is ordered to pay to the Claimant £1,328.80 in respect of outstanding holiday pay. This must be paid without deduction of tax or national insurance. The Claimant will be responsible for any tax and national insurance liability thereon.
3. The Respondent is in breach of its obligations to provide a statement of employment particulars under section 1 Employment Rights Act 1996. Pursuant to section 38 Employment Act 2002 the Respondent is ordered to pay to the Claimant the 'minimum amount' of 2 weeks' pay. The Claimant's weekly pay was £544.50. The Respondent is therefore ordered to pay to the Claimant £1,089.00 net in respect of this breach.

[Total: £2,962.30]

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Employment Judge Ahmed

Date: 16 August 2024

JUDGMENT SENT TO THE PARTIES ON

.....21 August 2024.....

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FOR THE TRIBUNAL OFFICE

### **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](http://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/>