



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Hughes

**Respondent:** Mr Colin Rodgers t/a God Bless Hair

**Heard at:** Liverpool **On:** 18 June 2018

**Before:** Employment Judge T Vincent Ryan

## REPRESENTATION:

**Claimant:** Mr C Millett, Solicitor

**Respondent:** In person

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's following claims are well-founded and succeed, in each case in the sums shown, as follows:

- (1) The respondent made unauthorised deductions from the claimant's basic wages in the period 23 March 2017 to 8 January 2018 in the sum of £4,327.80 and in respect of 36 hours of overtime worked over a 17 week period in the sum of £2,142.
- (2) The respondent failed to pay to the claimant accrued holiday pay in the sum of £371.
- (3) The respondent failed to provide to the claimant written employment particulars and shall pay to the claimant four weeks' pay at £105 per week totalling £420.
- (4) The respondent failed to follow the ACAS Code of Practice with regard to grievances in respect of the claimant's grievance regarding unpaid monies, and the award is uplifted by 25%.

2. The respondent shall pay to the claimant £9,076 subject to the usual statutory deductions, comprised as follows:

(1) Unpaid basic salary	£4,327.80
(2) Unpaid overtime	£2,142.00
(3) Unpaid holiday pay	£371.00
(4) Failure to provide written particulars of employment	£420.00
(5) 25% uplift for failure to follow the ACAS Code	<u>£1,815.20</u>
Total	<b><u>£9,076.00</u></b>

Employment Judge T Vincent Ryan

Date: 18.06.18

JUDGMENT SENT TO THE PARTIES ON

13 July 2018

FOR THE TRIBUNAL OFFICE

**Note**

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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