



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L E Blake

**Respondent:** Tig Weld Limited

**Heard at:** Birmingham

**On:** 14 May 2019

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

**Representation**

Claimant: J Blake (claimant's mother)

Respondent: No attendance or representation

## JUDGMENT

The judgment of the Tribunal is that:

1. The respondent made an unlawful deduction from the claimant's wages and is ordered to pay to the claimant the sum of £375.
2. The respondent failed to pay holiday pay to the claimant in lieu of leave not taken. The respondent is ordered to pay to the claimant the sum of £337.50.
3. The respondent failed to comply with section 1 of the Employment Rights Act 1996. The respondent is ordered to pay to the claimant the sum of £1,125 pursuant to section 38 of the Employment Act 2002.
4. The payments ordered to be paid to the claimant in respect of unlawful deductions namely £375 and in respect of unpaid holiday pay namely £337.50 are gross payments and the claimant is to account to the appropriate authorities in respect of any income tax and employee national insurance contributions due. For the avoidance of any doubt, no such liability exists in respect of the sum of £1,125 being the award pursuant to section 38 of the Employment Act 2002.

5. The total sum due from the respondent to the claimant is **£1,837.50** and is payable forthwith.

Employment Judge Flood

Date: 14 May 2019