



EMPLOYMENT TRIBUNALS

Claimant: Mr E Mehmet

Respondent: Tanber Solutions Limited
(trading as Tanber Solutions Limited HL Services)

JUDGMENT

Upon the Respondent failing to file an ET3 within the time limit imposed by rule 16 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

AND Upon considering the evidence provided by the Claimant

1. The Tribunal was satisfied that:
 - a. between 6 August 2018 and 31 December 2018 the Claimant was prevented from exercising his right to paid annual leave pursuant to the Working Time Regulations 1998 by being told that he had no separate right to be paid for such leave; and
 - b. Where the Claimant took leave on ordinary working days (in particular on 25 December 2018) he received no separate remuneration; and
 - c. That the Claimant's payslips did not disclose any separate sum in respect of holiday pay.
2. Accordingly the Claimant is entitled to be is entitled to paid for the annual leave he took (limited to public and some bank holidays) and the annual leave he was prevented from taking.
3. The Claimant was entitled to take 11.12 days of annual leave for the period 6 August 2018 to 31 December 2018. His hourly rate was £10.20 and he worked for 7 paid hours per day. He is therefore entitled to the sum of £794.20 less any deductions required by law.

4. The Respondent is ordered to pay the Claimant the sum of £794.20 less any proper deductions.

Employment Judge John Crosfill

29 July 2019