



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Lovel  
**Respondent:** Grey Shield Security Services Limited  
**Heard at:** East London Hearing Centre (by telephone)  
**On:** Tuesday 10 November 2020  
**Before:** Employment Judge Moor

**Representation**

Claimant: In person  
Respondent: No appearance

## JUDGMENT

1. The claim for unlawful deduction of wages is well-founded. **The Respondent is ordered to pay to the Claimant £3525.30.**
2. The claim for accrued but untaken holiday pay outstanding on termination of employment is well-founded. **The Respondent is ordered to pay to the Claimant £672.62.**

**Employment Judge Moor**  
**Date: 10 November 2020**

APPENDIX ONE  
CALCULATION

**Holiday pay**

The leave year is the calendar year.

Paid leave entitlement is 20 days plus 8 paid bank holidays.

The Claimant took 3 days paid holiday before the effective date of termination i.e. the 3 bank holidays (the early May bank holiday in 2020 was 8 May and is not included).

The amount of the holiday year elapsed was 18 weeks.

The proportion of leave year elapsed is  $18/52 = 0.346 \times 28 = 9.7$  days minus 3 days = 6.7 = 7 days rounded up = 1.4 weeks.

The Claimant was paid £480.46 net per week.

Holiday pay owing =  $480.46 \times 1.4 = \text{£}672.64$

**Unlawful Deduction of Wages**

In respect of pay dates January – March, those figures set out in Mrs Walker's What's App message of 21 April 2020 = **£3045.28** net.

In respect of the final month of employment, the Claimant was only paid **£1601.48** but he worked during that month and was therefore entitled to 100% of his wages. He is therefore owed **£480.02**.

Total unpaid wages = **£3525.30**

**The total to be paid to the Claimant by the Respondent = £4197.94.**