



EMPLOYMENT TRIBUNALS

Claimant: Mr C Agate

Respondent: AFD Pubs Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim for unlawful deduction of wages succeeds.
2. The respondent owes the claimant's **£430.42** arrears of pay and **£1,551.69** in respect of holiday pay.
3. The respondent is ordered to pay the claimant the sum of **£198.21** in respect of an uplift of 10% for its failure to comply with the ACAS code of conduct in failing to take action on the claimant's grievance.
4. The respondent failed to provide the claimant with a written statement of terms and conditions of employment as required by section 1 of the Employment Rights Act 1996 and is ordered to pay the claimant the sum of **£1,903.92**.
5. The respondent is ordered to pay the claimant the total sum of **£4,084.24**.
6. The respondent failed to provide the claimant with pay statements contrary to section 8 of the Employment Rights Act 1996.
7. No award is made on the claim for income tax and national insurance contributions.
8. No award is made on the loss of statutory protection claim.
9. The hearing listed on **7 April 2021** is cancelled.

Employment Judge **Braganza**

Date: 3 December 2020