



EMPLOYMENT TRIBUNALS

Claimant: Mr P Neilan
Respondent: Gildacraft Limited
Heard at: East London Hearing Centre
On: 10 August 2021
Before: Employment Judge Russell

Representation
Claimant: Mr K Wong (Lay representative)
Respondent: Ms L Zalrzewska (Litigation Consultant)

JUDGMENT

1. The claim of unauthorised deduction from wages succeeds as follows:
 - (a) £5,070: holiday taken but unpaid February 2020 to 30 June 2021
 - (b) £975: unpaid wages for 7.5 days' work
 - (c) £511.43: van insurance
2. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures in respect of the Claimant's grievance. A 10% uplift is appropriate, being £655.64.
3. The Respondent must pay to the Claimant the total sum of £7,212.07

Employment Judge Russell
Date: 16 August 2021