



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Harvey  
**Respondent:** LR Panels Limited  
**Heard at:** East London Hearing Centre (by telephone)  
**On:** 11 March 2022  
**Before:** Tribunal Judge D Brannan sitting as, an Employment Judge

## Representation

**Claimant:** Did not attend  
**Respondent:** Donna Kent, Company Secretary

# JUDGMENT

1. The claimant suffered an unauthorised deduction from wages in the sum of unpaid gross wages of £87.50 relating to contractual sick pay in July 2021.
2. The respondent dismissed the claimant in breach of contract by failing to give him statutory notice. His notice pay is £200 gross.
3. At the point of termination the claimant had accrued 17.2 hours of untaken holiday worth £215 gross. This has not been paid.
4. The gross sums due to the claimant total £502.50 but he received a net overpayment £120 with his pay for June 2021 (paid in July 2021). Once this is taken into account the total net payment due from the respondent to the claimant is £307.20 because of the consequent recalculation of PAYE deductions.
5. Within 14 days of the claimant notifying to the respondent his bank details for sending the payment by email to [contact@lrreplacementpanels.com](mailto:contact@lrreplacementpanels.com), the respondent is ordered to pay the claimant £307.20.
6. The above sums are the Tribunal's determination of the particulars of what ought to be included on the claimant's final itemised pay statement under section 11 of the Employment Rights Act 1996.

**Tribunal Judge D Brannan acting as, an Employment  
Judge**

**Dated: 11 March 2022**