



EMPLOYMENT TRIBUNALS

Claimant: Mr U Mian

Respondent: Wilson James Limited

FINAL HEARING

Heard at: Midlands (East) (in public; via CVP)

On: 1 April 2022

Before: Employment Judge Camp

Appearances

For the claimant: in person

For the respondent: Mr P Chadwick, lay representative (consultant)

JUDGMENT

- (1) The respondent has been breaching the claimant's contract by failing to allow the claimant 28 days' paid holiday per annum; but the Tribunal has no jurisdiction to deal with a breach of contract claim because the claimant remains employed by the respondent.
- (2) The respondent made an unauthorised deduction from the claimant's wages by not paying him for a day off on or about 4 December 2020; but the claimant's claim in respect of that deduction was brought outside of the relevant time limits and the Tribunal therefore has no jurisdiction to deal with it.
- (3) The claimant's entire claim therefore fails.

EMPLOYMENT JUDGE CAMP

03 April 2022

SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note: Reasons for this decision were given orally. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.