



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C James

**Respondent:** Gilmour Foods Limited

**Heard:** In Leeds and by CVP

**ON:** 20 to 23 June 2022

**BEFORE:** Employment Judge JM Wade

**Members:** Mr K Smith  
Mr R Webb

**REPRESENTATION:**

**Claimant:** Mrs Bean (HR Consultant)

**Respondent:** Mr R Colman (Director)

## JUDGMENT

The following decisions are unanimous decisions of the Employment Tribunal:

1. The claimant's Section 11 references in respect of failures to provide itemised pay slips and a statement of employment particulars are well founded.
2. There were no unnotified deductions made and the pay slips since provided accurately reflect deductions made and pay paid to the claimant.
3. The Section 1 particulars of the claimant's employment at the date of the claim are those contained in the template within the Tribunal's bundle subject to the following details to be inserted:
  - 3.1. The names of the employer and employee are those in the headings above;
  - 3.2. The date when the claimant's continuous employment began is 28 August 2015;
  - 3.3. The rate of pay is £12 gross per hour paid weekly in arrears (on the Tuesday following the week worked) and an annual bonus of £2000 gross paid in two equal instalments (of £1000 gross) in July and in December;
  - 3.4. The claimant's job title is contract manager and her duties entail all aspects of that role;
  - 3.5. The claimant is required to work forty hours per week;
  - 3.6. The place of work is the address of the employer;
  - 3.7. Other provisions are in accordance with the statutory provisions (holiday, sickness, notice etc).
4. The claimant is not entitled to compensation in respect of the failures found above.
5. The claimant's complaint for payment in respect of holiday pay is dismissed.
6. The claimant's complaints of contraventions of Section 18 of the Equality Act 2010 are also dismissed.

**Case Number 1805139/2021**

Employment Judge JM Wade

Date 24 June 2022