



EMPLOYMENT TRIBUNALS

Claimant

Mr Christopher Beales

v

Respondent

Ms Nicola Beales

Heard at: Leeds by CVP

On: 27, 28 and 29 June 2022

Before: Employment Judge A James

Representation

For the Claimant: In person

For the Respondent: Ms Y Barlay, counsel

JUDGMENT

- (1) The claim for holiday pay (Regulations 14 and 16 Working Time Regulations 1998 and S.13 Employment Rights Act 1996) is upheld. The respondent is ordered to pay to the claimant the sum of £323.40 (32.34 hours, at £10 per hour).
- (2) The claim for unauthorised deduction of wages (s.13 Employment Rights Act 1996) is upheld. The respondent is ordered to pay to the claimant the sum of £4,187.50 (25.25 hours per week x 15 weeks x £10 per hour).
- (3) The claim of unfair dismissal (s.94 Employment Rights Act 1996) is upheld. The respondent is ordered to pay to the claimant the sum of £6,416.25. This is made up of a basic award calculated as follows - the claimant, who was 51 years of age when he was dismissed, and had 9 years' service, is entitled to 13.5 weeks x £392.50 = £5298.75. The compensatory award is limited to an extra 3 weeks pay @ £392.50 per week, a total sum of £1,117.50.

Employment Judge A James
North East Region

Dated 29 June 2022

Sent to the parties on:
14 July 2022

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.