



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Sanders

**Respondent:** Quack Recruitment Limited

**Heard at:** East Midlands, by CVP hearing

**On:** 6<sup>th</sup> May 2022

**Before:** Employment Judge S Pinder, sitting alone.

## Representation

**Claimant:** Mr T Allsop.

**Respondent:** Mr Cater.

# JUDGMENT

1. The Claimant's claim for unlawful deduction of wages and for holiday pay is well-founded and succeeds. In any event, the Respondent did not dispute these two claims at the hearing on 6<sup>th</sup> May 2022.
2. The Claimant's claim for compensation arising from the Respondent's alleged failure to provide the Claimant with a written statement of employment particulars is dismissed.
3. The Respondent has unreasonably failed to comply with a relevant ACAS Code of Practice and it is just and equitable to increase the awards provided at Paragraph 4(i) and (ii) below by 25%.
4. The Respondent is ordered to pay to the Claimant the total sum of £749.28, being the gross sum due, made up as follows:
  - (i) £464.25 (gross) in wages for the week beginning 25<sup>th</sup> October 2021,
  - (ii) £135.18 (gross) in holiday pay, and
  - (iii) £149.85 as a 25% ACAS uplift.

Employment Judge **S Pinder**

Date **06.05.2022**

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

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.

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