



EMPLOYMENT TRIBUNALS

Claimants: Mr T Clancy (First Claimant)
Mr D Thomas (Second Claimant)

Respondent: 414 Social Club Limited

Heard at: Cardiff (CVP) **On:** 23 December 2022

Before: Employment Judge R Evans

Representation

First Claimant: In person
Respondent: Mr A Young (director)

UPON the Second Claimant's claim having previously been determined on 25 August 2022 and accordingly he did not attend.

JUDGMENT

1. The First Claimant's claim for breach of contract is well-founded and upheld. The Respondent is ordered to pay to the First Claimant the sum of **£538.46**.
2. The First Claimant's claim for unauthorised deduction from his wages is well-founded and upheld. The Respondent has made an unauthorised deduction from the First Claimant's wages and is ordered to pay the First Claimant the sum of **£215.38**.
3. The First Claimant's claim for holiday pay under the Working Time Regulations 1998 is well-founded and is upheld. The Respondent is ordered to pay to the First Claimant the sum of **£296.12**.
4. The sums at paras 1 to 3 are the gross sums and total **£1,049.94**. This judgment is made on the basis that the First Claimant receives gross payments before national insurance and tax are deducted. The First Claimant must account to Her Majesty's Revenue and Customs ('HMRC') for any tax which is payable once his judgment is satisfied by the Respondent.

Signed by Employment Judge R Evans

23 December 2022

JUDGMENT SENT TO THE PARTIES ON 5 January 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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.