



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Crossley

**Respondent:** TCH Housing Ltd

**Heard at:** East London Hearing Centre (by CVP)

**On:** 6 April 2023

**Before:** Employment Judge Norris, sitting alone

**Representation:**

Claimant – In person  
Respondent – Did not appear/was not represented

## JUDGMENT

1. The Claimant's claims for a failure to pay holiday pay, unlawful deductions from wages, a failure to provide a statement of terms and conditions pursuant to section 1 Employment Rights Act 1996 (ERA) and breach of contract (notice pay) are well-founded and succeed.
2. It is just and equitable to make an award in the higher amount (four weeks' pay) pursuant to section 38(4)(b) Employment Act 2002.
3. The Respondent is ordered to pay the Claimant the following gross sums:

a.	Holiday pay	£2,169.03
b.	Unlawful deductions from wages	£2,960.28
c.	Failure to provide s.1 statement	£2,284.00
d.	Breach of contract (notice pay)	£2,500.00
4. The Claimant has sustained financial loss attributable to the unlawful deductions from his wages and the Respondent is ordered to pay the additional amount of £500 towards that loss, pursuant to section 24(2) ERA.
5. Judgment is given for the Claimant in the total sum of £10,413.31. This judgment may be satisfied by the Respondent paying to the Claimant the net sum due on the holiday pay, unlawful deductions and notice pay and

**Case Number: 3205435/2022**

accounting to HMRC for tax and national insurance on those amounts. No other deduction is to be made from the awards set out above.

**Employment Judge H Norris  
Date: 9 April 2023**