



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Mr J Farrar

Uber London Ltd & another

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 20 June 2023

BEFORE: Employment Judge A M Snelson (in chambers)

On considering the oral representations of the parties at the preliminary hearing for case management held on 20 June 2023;

And on reading the prior written representations on both sides;

And by consent;

The Tribunal determines that:

- (1) In breach of Regulations 13, 13A, 14(2) and 16 of the Working Time Regulations 1998, Uber London Limited failed to provide a facility for the Claimant to exercise his right to paid annual leave, refused the Claimant when he attempted to exercise his right to paid annual leave and failed to make him a payment on termination for accrued but untaken annual leave.
- (2) In breach of Section 13 of the Employment Rights Act 1996, Uber London Limited made an unlawful deduction from the Claimant's wages by failing to pay him the national minimum wage in one or more pay reference periods.
- (3) Uber London Limited is ordered to pay the Claimant £22,960.85 by way of losses due to failure to pay the national minimum wage for one or more pay reference period and due to failure to pay for accrued but untaken holiday pay.

- (4) The Claimant's claims against the remaining Respondent are dismissed, as it was not the Claimant's employer.

EMPLOYMENT JUDGE – Snelson
26th June 2023

Judgment entered in the Register and copies sent to the parties on 26/06/2023

For Office of the Tribunals