



EMPLOYMENT TRIBUNALS

Claimant: Mr Ross Mansion

Respondent: Change Hospitality Hub Ltd

Heard at: Birmingham (by Cloud Video Platform)

On: 6 July 2023

Before: Employment Judge Bennett

Representation:

For the Claimant: in person.

For the Respondent: no-one present

JUDGMENT

1. The Respondent failed to give the Claimant a pay statement in accordance with s8 Employment Rights Act 1996 in respect of 31 weeks of employment;
2. The Respondent is ordered to pay to the Claimant the sum of **£474.70 gross** in respect of unnotified deductions from pay. This comprises the difference between a) total payment for number of hours worked; and b) net pay into his bank account, for the 13 weeks immediately preceding the date of the Employment Tribunal claim;
3. The Respondent is ordered to pay the Claimant the sum of **£415.81 gross** in respect of accrued but unpaid holiday pay relating to the period of employment between 5 April 2022 and 28 June 2022.
4. The Claimant's complaints of failure to receive equal a) hourly pay; and b) annual leave entitlement under the Agency Workers Regulations 2010 are well-founded and succeed.

5. The Respondent is ordered to pay the Claimant compensation under the Agency Worker Regulations 2010 as follows:
 - (a) **£588.77 gross** to reflect the hourly pay differential between 28 June 2022 and 23 December 2022;
 - (b) **£1,038.14 gross** to reflect annual leave entitlement due between 29 June 2022 and 23 December 2022; and
 - (c) **£50 gross** miscellaneous loss attributable to the infringement.
6. The Respondent is ordered to pay the Claimant's costs in relation to preparation time in the sum of **£946** (£43 per hour x 22 hours);

TOTAL AWARD

7. The total award made to the Claimant is **£3,513.42 gross**.
8. This sum is to be paid by the Respondent to the Claimant's bank account within 14 days of the date of this Notice being sent to the parties.

Employment Judge Bennett
6 July 2023