



EMPLOYMENT TRIBUNALS

Claimant: Mr M Stanton

Respondents: (1) The Parade (Neath) Ltd
(2) Mr C Hopkins, Ms T Hopkins, Mr M Parker, Mr C Jones & Mr M Johnson – a partnership trading as Blanco’s Hotel & Restaurant

Heard at: Cardiff (by CVP) **On:** 18 July 2023

Before: Employment Judge C Sharp
(sitting alone)

Representation:

Claimant: Mr J Moss (Solicitor)
Respondents: Mr D Williams (Friend of the Respondents)

JUDGMENT

The judgment of the Tribunal is that:

1. It is agreed by the parties that the Claimant’s employer at the time of his effective date of termination was the First Respondent. The claims against the Second Respondent are therefore not well founded and is dismissed;
2. the Claimant’s claim for unpaid accrued annual leave (also asserted to be a wages claim) is well founded but no further payment will be made in light of recent payment by the First Respondent (the lack of further payment is agreed by the parties);
3. the Claimant’s claim for financial loss arising from the failure to pay annual leave is withdrawn and is dismissed;

4. the Claimant's claim for failure to provide a statement of employment particulars is well founded and the First Respondent is ordered to pay the Claimant two weeks' gross pay totaling £756.00;
5. the Claimant's claim under s10 Employment Relations Act 1999 is not well-founded and is dismissed;
6. the Claimant's application for a ACAS uplift in respect of the annual leave/wages claim is refused;
7. the Claimant's application for a financial penalty to be made in the favour of the Secretary of State is withdrawn and is dismissed.

Employment Judge C Sharp
Dated: 18 July 2023

JUDGMENT SENT TO THE PARTIES ON 19 July 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.