



EMPLOYMENT TRIBUNALS

Claimant:	Mr S Ball
Respondent:	Hall Farm Services Limited

Heard at:	Reading (by CVP)	On: 15 November 2023
Before:	District Tribunal Judge Shields (Sitting as an Employment Judge)	

REPRESENTATION:

Claimant: Mr J Anthony, Lay Representative
Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 25 June 2022 to 27 January 2023.
2. The respondent shall pay the claimant £6,579.64, which is the net sum. The respondent has already deducted the payment of any tax or National Insurance.

Notice Pay

3. The complaint of a failure to provide notice pay is well-founded.
4. The respondent shall pay the claimant £1,020 as damages. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay. The claimant is responsible for paying any tax or National Insurance.

Holiday Pay

5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant £1,837.65. The claimant is responsible for paying any tax or National Insurance.

Failure to provide a written statement of employment particulars

7. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant £2,572.

Judge A Shields
(sitting as an Employment Judge)

15 November 2023

Sent to the parties on:
6 December 2023

For the Tribunal Office:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.