



EMPLOYMENT TRIBUNALS

Claimant: Mr J Cooper
Respondent: WFCO Ltd
Heard at: Newcastle (by CVP)
On: 15 December 2023
Before: Employment Judge Loy (sitting alone)

Representation

Claimant: In person
Respondent: Mr S Walker, director (observer)

JUDGMENT

The Judgment of the Employment Tribunal is that:-

1. The claimant's claim of unlawful deductions from wages for unpaid approved mileage expenses and parking expenses is well-founded and succeeds.
2. The claimant's claim of unlawful deductions from wages for unpaid accrued holiday pay on termination of employment is well-founded and succeeds.
3. The claimant's claim for breach of contract for unpaid notice pay is well-founded and succeeds.
4. The claimant's claim for unlawful deductions from wages for unpaid car allowance is not well-founded and is dismissed.

The Judgement of the Employment Tribunal on remedy is that:

1. The respondent shall pay to the claimant the **total sum of £954.50**.
2. The has been calculated in the following way:
 - a. Unpaid holiday pay: 2.5 days accrued unpaid holiday @ £76.71 per day) = **£190.53 (gross)**.
 - b. Unpaid notice: the agreed sum in damages of **£600.00 (net)**.

- c. Unpaid expenses: reimbursement of mileage allowance @ the approved rate of 45p per mile and for parking expenses in the sum of **£163.97**.

Employment Judge Loy

15 December 2023

Public access to employment tribunal decisions

“All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.