



# EMPLOYMENT TRIBUNALS

Claimant: Miss N Green  
Respondent: WK Hotels Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

The claim was issued in the Leeds Employment Tribunals on 14 December 2023. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.

1. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the amount of **£1,443.58**.
2. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the amount of **£456.29**.
3. For the unreasonable failure of the respondent to comply with The ACAS Code of Practice on Discipline and Grievance Procedures, the respondent is ordered to pay to the claimant a 25% increase on the above awards of **£474.96**.

## REASONS

1. The claimant has asked for an equal amount of compensation to the sums owed. The Tribunal has no power to award compensation for inconvenience in respect of this type of claim. It has the jurisdiction to increase an award by up to 25% for any unreasonable failure to comply with the ACAS Code of Practice on Discipline and Grievance Procedures. The respondent did not respond to the claimant's grievance, and I am satisfied it is just and equitable to make the maximum award.
2. The hearing shall be cancelled unless the claimant writes to the Tribunal by 2 February 2024 to make representations in respect of any other award for compensation.

Employment Judge D N Jones

Date: 24 January 2024