



EMPLOYMENT TRIBUNALS

Claimant: Mr R Fowler

Respondent: EOS Security Limited

Heard at: London South, by video

On: 15 January 2024

Before: Employment Judge Cawthray

Representation

Claimant: Ms. L Caller, Solicitor

Respondent: Did not attend

JUDGMENT

1. Under section 163 Employment Rights Act 1996 it is determined that the Claimant is entitled to a redundancy payment of £5,139.00.
2. 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. The Respondent shall pay the Claimant £1075.38. The Claimant is responsible for paying any tax or National Insurance.

Employment Judge G Cawthray
Date 15 January 2024

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>