



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Miss K Wells  
(4) Mr R Tyack  
**Respondent:** Two Jays Trading Limited

**Heard at:** Bristol Employment Tribunal (by video)  
**On:** 2 February 2024

**Before:** Employment Judge J Bax

## Representation

**Claimants:** Miss K Wells  
**Respondent:** Did not attend

# JUDGMENT

## The claims brought by Miss K Wells under case number 1401551/2023

1. The claim that there had been an unlawful deduction from wages was well founded and the Respondent shall pay the Claimant, Miss Wells, the sum of £1,478.98 gross.
2. The claim for accrued but unpaid holiday was well founded and the Respondent shall pay the Claimant, Miss Wells, the sum of £850.98 gross.
3. The Respondent failed to provide the Claimant with a statement of initial employment particulars in accordance with s. 1 of the Employment Rights Act 1996. It was just and equitable for the Claimant to be awarded 4 weeks pay. The Respondent shall pay to the Claimant, Miss Wells, the sum of £2,214.44

## The claims brought by Mr R Tyack under case number 1401555/2023

1. The claim that there had been an unlawful deduction from wages was well founded and the Respondent shall pay the Claimant, Mr Tyack, the sum of £1,875.00 gross.
2. The claim for accrued but unpaid holiday was well founded and the Respondent shall pay the Claimant, Mr Tyack, the sum of £998.40 gross.

**Case No: 1401551/2023**

**1401555/2023**

---

Employment Judge J Bax

Date **2 February 2024**

Judgment sent to the parties on 08 March 2024

For the Tribunal Office

**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](http://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/>