



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr E Bawden

**Respondent:** Palas Ltd

**Heard at:** Bristol (by video – CVP) **On:** 1 March 2024

**Before:** Employment Judge Livesey

## Representation

Claimant: In person

Respondent: Did not attend

# JUDGMENT

1. The Claimant's claims of unlawful deductions from wages and a failure to pay holiday pay succeed and the Respondent shall pay him the following amounts;
  - a. Wages; £810.00;
  - b. Holiday pay; £1,294.20.
2. The Claimant had not been provided with written terms and conditions of employment by the time that these proceedings had been commenced and it was just an equitable for the Respondent to pay 4 weeks wages to the Claimant in that respect, being the further sum of £2,572.00.
3. The Claimant is also entitled to a declaration that the Respondent had failed to permit him to take appropriate rest breaks under regulation 12 of the Working Time Regulations.

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Employment Judge Livesey

Date 1 March 2024

JUDGMENT SENT TO THE PARTIES ON

13 March 2024 By Mr J McCormick

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**

## Case No: 1405537/2023

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/>  
written record of the decision.