



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Neil Shilton

**Respondent:** Alex Weisz (t/a Glossy Car Coats)

**Heard:** Birmingham                      **On:** 13<sup>th</sup> and 14<sup>th</sup> of May 2024

**Before:** Employment Judge Codd  
**Tribunal Member:** Mr P Deneen

## Appearances

For the Claimant: Mrs Shilton  
For the Respondent: Mr Edwards (Counsel)

# JUDGMENT

1. The complaint of failure to make reasonable adjustments for disability is well-founded and succeeds.
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.
3. The respondent shall pay the claimant the following sums:
  - a. Compensation for past financial losses: **£10,018.20**;

- b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£1041.89**;
- c. Compensation for injury to feelings: **£18,000**;
- d. Unlawful deduction from wages (the claimant shall be responsible for paying tax and national insurance) **£54**

Employment Judge **Codd**

14.05.2024

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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