



## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000206/2024

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Held in Glasgow via Cloud Video Platform (CVP) on 8 May 2024

Employment Judge L Wiseman

10 Mr Paul Carson

Claimant  
In Person

15 Piece Glasgow

Respondent  
No appearance and  
No representation

### JUDGMENT OF THE EMPLOYMENT TRIBUNAL

20 The tribunal decided the claim was well-founded and ordered the respondent to pay to the claimant holiday pay in the sum of £66.39 (gross).

### REASONS

1. The claimant presented a claim to the Employment Tribunal seeking payment of holiday pay accrued but not paid as at the termination of employment.
- 25 2. The respondent did not enter a response.
3. I heard evidence from the claimant and made the following material findings of fact.

### Findings of fact

4. The claimant was employed by the respondent from 25 October 2023 until 14  
30 November 2023.
5. The respondent, upon termination of the claimant's employment, confirmed the sum of £66.39 gross was due to the claimant in respect of holiday pay.

6. The respondent informed the claimant they intended to deduct the sum of £17 in respect of an issue regarding keys. The claimant confirmed he had returned the keys and disputed the respondent's authority to make the deduction.
7. The claimant did not have a contract of employment and had not signed any document giving the respondent authority to make the deduction.

### Decision

8. I decided the claim is well-founded. The claimant had accrued but not used holidays at the end of his employment, and was due to be paid in this respect. I noted there was no real dispute regarding the amount of holiday pay to be paid to the claimant: the dispute focussed on the employer's authority to make a deduction. I concluded the respondent had no authority to make a deduction from the holiday pay owed to the claimant because I accepted what the claimant told me, and the respondent has not entered a response.
9. I decided the respondent shall pay to the claimant the sum of £66.39 (gross) in respect of the payment of holiday pay.

**Employment Judge: L Wiseman**  
**Date of Judgment: 09 May 2024**  
**Entered in register: 14 May 2024**  
**and copied to parties**