



EMPLOYMENT TRIBUNALS

Claimant: Mr M Russell
Respondent: Unipart Group
Heard at: Liverpool (CVP)
On: 29 May 2024
Before: Employment Judge Horne

Representatives

For the claimant: in person

For the respondent: Mr M Warren-Jones

JUDGMENT

1. The respondent refused to permit the claimant to exercise his right to four weeks' annual leave under regulation 13 of the Working Time Regulations 1998 in the leave year 1 January to 31 December 2023, in that he was only permitted to take three weeks of that leave.
2. The consequence of that refusal was that the claimant was unable to take one week of regulation 13 leave in that leave year.
3. The claimant is accordingly entitled to carry forward one week of untaken leave into the following leave year, provided that it is taken by 30 June 2025.

Employment Judge Horne

29 May 2024

SENT TO THE PARTIES ON
13 June 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 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/>