



# EMPLOYMENT TRIBUNALS

**Claimant:** A Wem

**Respondent:** Middlesbrough Empire 2008 Ltd

**HELD AT:** Newcastle (by video) **ON:** 23 July 2024

**BEFORE:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** No attendance

## JUDGMENT

The judgment of the Tribunal is as follows:

### Wages – notice pay

1. The complaint of unauthorised deductions from wages in respect of notice pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay him for work done in his notice period in April 2024.
2. The respondent shall pay the claimant **£849.79**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance (to the extent that the respondent does not make deductions for the same at source in accordance with any statutory requirement).

### Holiday Pay

3. 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 2 weeks' holidays accrued but not taken on the date the claimant's employment ended.
4. The respondent shall pay the claimant **£1699.58**, which is the gross sum deducted. The claimant is responsible for paying any tax or National

Insurance (to the extent that the respondent does not make deductions for the same at source in accordance with any statutory requirement).

## **Redundancy Payment**

5. The claimant is not entitled to a redundancy payment under the Employment Rights Act 1996.

Employment Judge Aspden

Date: 23 July 2024

### **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/>