



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Leigh Matthews

**Respondent:** The Oak Designs Company Limited

**Heard at:** London South (by CVP)

**On:** 28 October 2024

**Before:** Employment Judge Lumby

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr S Elliott (Managing Director)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Holiday Pay

1. 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.
2. The respondent shall pay the claimant **£242.56**. The claimant is responsible for paying any tax or National Insurance.

## Redundancy Payment

3. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£7,276.80**.
4. The respondent is entitled to deduct a total of **£321.28** from such payment, meaning the total amount payable to the claimant by way of a redundancy payment is **£6,955.52**

## Other claims

5. All other claims are dismissed.

**Employment Judge Lumby  
28 October 2024**

Judgment sent to the parties on:

29<sup>th</sup> October 2024

For the Tribunal:

P Wing

### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) 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.