



EMPLOYMENT TRIBUNALS

Claimant: Ms J King

Respondent: Smart Group Services

JUDGMENT

1. The claim was presented in the South East Employment Tribunal on 7 December 2023. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.

Holiday pay

2. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.
3. The respondent shall pay the claimant **£136.50** (6.56 days = 1.3 weeks. 1.3 weeks at £105 per week). The claimant is responsible for paying any tax or National Insurance.

Breach of contract

4. The complaint of breach of contract in relation to pay for returned items (uniform and keys) is well-founded.
5. The respondent shall pay the claimant **£75** as damages for breach of contract.

Approved by:

Employment Judge Shastri-Hurst

7 March 2025

JUDGMENT SENT TO THE PARTIES ON

11 March 2025

FOR THE TRIBUNAL OFFICE