



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Bower

**Respondent:** Maris Logistics Ltd

**Heard at:** Leeds (by CVP)

**On:** 6<sup>th</sup> May 2025

**Before:** Employment Judge Edwards

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr A Farooq (Consultant)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Wages

1. The complaint of unauthorised deductions from wages in respect of payments dated 19<sup>th</sup> August 2024 and 20<sup>th</sup> September 2024 is not well-founded and is dismissed.

## Notice Pay

2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The respondent shall pay the claimant one weeks' pay, amounting to £1067.30 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay

## Holiday Pay

4. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998.
5. The respondent shall pay the claimant two days' pay in the gross amount of gross. The claimant is responsible for paying any tax or National Insurance.

### **Breach of Contract**

6. The complaint of breach of contract in relation to mileage expenses is not well-founded and is dismissed.

### **Written Itemised Pay Statements**

7. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period 1<sup>st</sup> May 2023 to 27<sup>th</sup> December 2024.

### **Failure to provide a written statement of employment particulars**

8. When the proceedings were begun the respondent was not in breach of its duty to provide the claimant with a written statement of employment particulars.

### **Redundancy Payment**

9. The claimant's claim for a statutory redundancy payment is dismissed on withdrawal.

### **Employer Contract Claim**

10. The respondent's employer contract claim is dismissed on withdrawal

**Approved by:**  
**Employment Judge Edwards**  
**6<sup>th</sup> May 2025**

### **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**

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