



EMPLOYMENT TRIBUNALS

Claimant: D Lewis

Respondent: CANTERBURY PO'BOYS LTD

JUDGMENT

1. The claim was presented on 27 January 2025. 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, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£897** gross.
3. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£126.50**. This is based on the leave year commencing on 1 September 2024 (anniversary of the claimant's start date) and has been calculated using the following calculation:

$$(55/365 \times 5.6) \times (13 \times £11.50)$$
4. The respondent did not provide written terms and conditions including in respect of notice period and so the tribunal must uplift the award by two weeks' pay, **£299** (£149.50 x 2), in the absence of exceptional circumstances making that unjust or inequitable.
5. The respondent must pay the claimant **£1322.50** in total.
6. Further information is needed to determine the holiday pay claim for the previous leave year and the notice pay claim.

Approved by:

Employment Judge Corrigan

11 June 2025

