



EMPLOYMENT TRIBUNALS

Claimant: Mr N Andrews
Respondent: Reliance Maintenance Limited
Heard at: Midlands East by CVP
On: 18 June 2025
Before: Employment Judge Brewer

Representation

Claimant: In person
Respondent: Mr T Bentley, Management Consultant

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claim for unauthorised deductions from wages/breach of contract succeeds.
2. The respondent shall pay to the claimant the sum of £2,463.55 made up as follows:
 - a. £531.35 for 5.5 days accrued untaken holiday at the date of termination, and
 - b. £1,932.20 in respect of 4 weeks unpaid notice pay.

Approved by:

Employment Judge Brewer

Date: 18 June 2025

Sent to the parties on

...24 June 2025.....

For the Employment Tribunal

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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 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/>