



EMPLOYMENT TRIBUNALS

Claimants: Mr J Pritchard

Respondent: Merch (NWI) Limited

Heard at: Nottingham (By Video)

On: 25 July 2025

Before: Employment Judge B Chapman

REPRESENTATION:

Claimant: In Person

Respondent: No Appearance

JUDGMENT

1. The hearing proceeded in the absence of the respondent pursuant to Rule 47.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages in the period from **February 2024** to **August 2024**.
3. 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.
4. The complaint in respect of expenses is well founded. The respondent was in breach of contract in failing to pay the claimant's expenses in the period from **January 2023** to **July 2024**.
5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment.

6. The respondent shall pay the claimant **£48,154.56**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance. The sum is made up as follows:
 - a. £30,331.31 for unpaid wages.
 - b. £6873.25 for unpaid expenses in breach of contract.
 - c. £3600 for unused holiday accrual.
 - d. £7350 redundancy payment.
7. Credit to be given for the sum of £5008.67 already paid by the respondent to the claimant, which has not been accounted for in the sum above.

Approved by:

Employment Judge B Chapman

5 August 2025

Judgment sent to the parties on:

...05 August 2025.....

For the 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/