



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Peter Jotyar

**Respondent:** SBH Greenford Ltd

**Heard at:** Watford **On:** 7 – 8 July  
2025

**Before:** Employment Judge Baran

## Appearances:

**Claimant:** In person

**Respondent:** Mr M Ramsbottom – senior litigation  
consultant

## JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of refusal to permit daily rest breaks in accordance with regulation 10 of the Working Time Regulations 1998 is in part well-founded and succeeds. The respondent is liable for refusal to permit the claimant to take daily rest breaks of not less than 11 hours between 21 and 23 March 2023.
2. The respondent shall pay the claimant compensation assessed in the sum of £400.00, this being the compensation that the Tribunal considers just and equitable in all the circumstances pursuant to regulation 30(4) of the Working Time Regulations 1998.

3. The complaint of refusal to permit daily rest breaks in accordance with regulation 10 of the Working Time Regulations 1998 between 14 and 20 February is not well founded and is dismissed.
4. The complaint of refusal to permit weekly rest periods in accordance with regulation 11 of the Working Time Regulations 1998 is not well founded and is dismissed.
5. The complaint of unauthorised deductions from wages and the associated complaint of breach of contract are not well founded and are dismissed.

Approved by:

**Employment Judge Baran**

**8 July 2025**

Judgment sent to the parties on:

5 August 2025

For the Tribunal Office:

### **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 here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)