



EMPLOYMENT TRIBUNALS

Claimant: Paul Hughes

Respondent: Grimsby Minibuses Limited

Heard at: Nottingham via Cloud Video Platform **On:** 04/08/2025

Before: Judge M A Siddique

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction from the claimant's pay in respect of the period 28/10/2024 to 04/02/2025. The respondent is ordered to pay to the claimant the gross sum of £525.40 deducted from pay.
2. 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. The respondent is ordered to pay to the claimant the gross sum of £443.87
3. The respondent must pay the claimant the gross sum **£969.27** in total.

Approved by:

Employment Judge M.A Siddique

04/08/2025

JUDGMENT SENT TO THE PARTIES ON

.....8 August 2025

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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/