



EMPLOYMENT TRIBUNALS

Claimant: R Yirenkyi

Respondent: RHA Drinks North East Ltd

HELD AT: Newcastle, by video

ON: 26 June 2025

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Holiday Pay

1. 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.
2. The respondent shall pay the claimant **£1041.04**.

Failure to provide a written statement of employment particulars

3. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award under section 38 Employment Act 2002 unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with

section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£915.20**.

Employment Judge Aspden

Date 26 June 2025

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.