



EMPLOYMENT TRIBUNALS

Claimant: Gavin Milnthorpe

Respondent: EM Recycling Limited

Heard at: Nottingham

On: 6 August 2025

Before: Employment Judge L Brown

REPRESENTATION:

Claimant: In person

Respondent: Did not attend

JUDGMENT

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 **£849.60** which is the gross sum. The Respondent is responsible for paying any tax or National Insurance by deducting it from this sum.

3.The complaint of unauthorised deductions from wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages in the period from 12 April 2024 to 2 March 2025.

4. The Respondent shall pay the Claimant **£1262.39**, which is the net sum deducted. The Respondent is responsible for the payment of any tax or National Insurance on this net sum to be paid to the Claimant.

5. The Respondent shall also pay the Claimant the sum of **£849.60** which is the gross sum. The Respondent is responsible for the deduction for the payment of any tax or National Insurance on this sum [NB: no pay slip was available for this deduction and so is calculated gross].

Approved by:

Employment Judge Brown

6 August 2025

Judgment sent to the parties on:

.....19 Aug 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/