



EMPLOYMENT TRIBUNALS

Claimant: Mr T Weekes

Respondent: Strive House Ltd

Heard at: Liverpool

On: 10 September 2025

Before: Employment Judge Barker

REPRESENTATION:

Claimant: self-represented

Respondent: no attendance

JUDGMENT

1. The respondent did not present a valid response to the claims. The respondent did not attend this hearing.
2. 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. The claimant accrued 9.4 weeks' holiday during his employment but had taken none by the date of termination. The respondent shall pay the claimant **£7592.29**. The claimant is responsible for paying any tax or National Insurance.
3. The complaint of breach of contract in relation to notice pay is well-founded. The claimant was entitled to three months' notice. The respondent shall pay the claimant **£10,500.00** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
4. The claimant withdrew his claims for whistleblowing detriments and sex discrimination during the hearing. They are dismissed on that withdrawal.

5. The claimant did not have two years' service and so the Tribunal has no jurisdiction to hear his claim for unfair dismissal.

**Approved by
Employment Judge Barker
10 September 2025**

Judgment sent to the parties on:

10 October 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.

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE
THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6020168/2024**

Name of case: **Mr T Weekes** v **Strive House Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 10 October 2025

the calculation day in this case is: 11 October 2025

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office