



## EMPLOYMENT TRIBUNALS

**Claimant:** P Baudains Smith

**Respondent:** CHLancaster Ltd

## JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 16<sup>th</sup> March 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
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.
3. The respondent shall pay the claimant **£2,196.48**. The claimant is responsible for paying any tax or National Insurance.

Approved by:

**Employment Judge KM Ross**

**16<sup>th</sup> September 2025**

JUDGMENT SENT TO THE PARTIES ON

15 October 2025

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6009278/2025**

Name of case: **P Baudains Smith** v **CHLancaster 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: 15 October 2025

**the calculation day** in this case is: 16 October 2025

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

For the Employment Tribunal Office