



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mr A S Stoica

City Site Solutions Ltd

Heard at: Watford

On: 9 and 10 October 2025

Before: Employment Judge French

Appearances

For the Claimant: In person

For the Respondent: Ms A Szabo, payroll manager

JUDGMENT

1. The complaint of unauthorised deductions from wages is not well-founded and is dismissed.
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 £108.00. The claimant is responsible for paying any tax or National Insurance.
4. The complaint of harassment related to race is not well-founded and is dismissed.

Approved by:

Employment Judge French

10 October 2025

JUDGMENT SENT TO THE PARTIES
ON 27 October 2025

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FOR THE TRIBUNAL OFFICE

Note

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.

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/>