



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jack Rees-Williams

**Respondent:** Organic Restaurant Management Ltd

**Heard at:** London Central (by CVP) **On:** 26 November 2025

**Before:** Employment Judge Duff

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Did not attend

# JUDGMENT

## Preliminary Issue: Application to Amend Claim

1. The claimant's application, dated 02 July 2025, to amend his claim to include a claim for unpaid holiday pay is granted.

The judgment of the Tribunal is as follows:

### Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period February – April 2025.
2. The respondent shall pay the claimant **£2572.47**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

## Holiday Pay

3. 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.
4. The respondent shall pay the claimant **£1207.50**, which is the gross sum deducted. The claimant is responsible for paying any tax or National Insurance.

## Total

5. The total amount payable to the claimant is **£3779.97**.

**Approved by:**  
**Employment Judge Duff**  
**26 November 2025**

Judgment sent to the parties on:

3 December 2025

.....  
For the Tribunal:

### Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.