



EMPLOYMENT TRIBUNALS

Claimant: Mr A Alamin

Respondent: The Recruitment Crowd

Heard at: Leeds by CVP

On: 28 November 2025

Before: Employment Judge Jaleel

Representation

Claimant: In person

Respondent: Mr Vaines (Director)

JUDGMENT

1. The Tribunal finds that the Respondent failed to inform and encourage the claimant to take his annual leave in 2024. Accordingly, his claim succeeds and pursuant to the Working Time Regulations 1998 the Claimant's untaken annual leave for 2024 is carried forward to 2025.
2. The Tribunal notes that, for practical reasons, the Respondent has agreed, and the Claimant has accepted, that the carried over leave shall be satisfied by way of a monetary payment equivalent to outstanding leave from 2024 in the sum of £857.81, rather than the Claimant taking that week as leave.
3. The Claimant withdrew his duplicate claim 6019780/2025; the claim is dismissed upon withdrawal.

Employment Judge Jaleel

Date 11 December 2025

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/>