



EMPLOYMENT TRIBUNALS

Claimant: Mr A Fovargue

Respondent: Cambridge Care Company Limited

Heard at: Watford

On: 10th December 2025

Before: Employment Judge Walker

Appearances:

Claimant: Mrs Jennifer Scott-Reid (Claimant's stepmother)

Respondent: Mrs Penny Stapleton (Director)

JUDGMENT

1. The respondent's application to extend time for presentation of the ET3 is granted. Time is extended until 19th June 2025, being the date of presentation of the ET3.
2. The claimant's complaint in respect of unpaid holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for four days' holidays accrued but not taken on the date the claimant's employment ended.

3. The claimant's complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 16th December 2024 to 3rd January 2025 inclusive, being a total of 15 days' pay.
4. The Tribunal will determine remedy in respect of these claims at the hearing listed for the 29th and 30th April 2026.

Approved on: 10th December 2025

Employment Judge Walker

Judgment sent to the parties on:

5 January 2026

For the Tribunal:

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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.

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Judgments (apart from judgments under rule 51) 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.