



# EMPLOYMENT TRIBUNALS

**Claimant:** R Finney

**Respondent:** Eco Future Ltd

## JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 26 June 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 Employment Tribunal Procedure Rules 2024.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£3,163.67** gross, calculated as follows:
  - a. Unpaid wages for April 2025 ( $\text{£}26,000 \text{ per year} \div 12 \text{ months} \times 1 \text{ month} = \text{£}2,166.67$ )
  - b. Unpaid wages 1-15 May 2025 ( $\text{£}26,000 \text{ per year} \div 52.14 \text{ weeks} \times 2 \text{ weeks} = \text{£}997.00$ )
  - c.  $\text{£}2,166.67 + \text{£}997.00 = \text{£}3,163.67$
3. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1,000.00** calculated as follows:
  - a. the claimant is entitled to 28 days' holiday per year (January to December), which accrues at 0.53 days per week.
  - b. accrued holiday between 1/1/25 to 15/5/25 (date of termination) = 19 weeks
  - c.  $19 \text{ weeks} \times 0.53 = 10.07 \text{ days}$ , rounded to 10 working days (2 weeks).
  - d.  $\text{£}489.50 \times 2 \text{ weeks} = \text{£}979$
4. The respondent must pay the claimant **£4160.67** in total.

Approved for promulgation by:

**Employment Judge Aspinall**

**30 October 2025**

JUDGMENT SENT TO THE PARTIES ON

14 January 2026

FOR THE TRIBUNAL OFFICE



## NOTICE

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

Case number: **6019473/2025**

Name of case: **R Finney** v **Eco Future Limited**

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: 14 January 2026

**the calculation day** in this case is: 15 January 2026

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

For the Employment Tribunal Office