



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Lyon  
**Respondent:** Mr A Sodden  
**Heard at:** Cardiff, by video  
**On:** 13 January 2025  
**Before:** Employment Judge R Harfield

## Representation

**Claimant:** Mr Lyon represented himself

**Respondent:** Mr Sodden did not attend (and had not filed an ET3 Response Form/ a compliant application for an extension of time to file an ET3 Response Form, and had been notified of the hearing and that it would proceed)

# JUDGMENT

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages for the week in hand owed to the Claimant on termination of employment.
2. The respondent shall pay the claimant **£578.00**, 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 **£665.04**. The claimant is responsible for paying any tax or National Insurance.

\_\_\_\_\_  
Employment Judge R Harfield

Date \_\_\_13 January 2025\_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

15 January 2025

Kacey O'Brien  
FOR THE TRIBUNAL OFFICE

**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](http://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/>