



EMPLOYMENT TRIBUNALS

Claimant: Mr A Staniszewski
Respondent: Gwynedd Skip & Plant Hire Ltd
Heard at: Cardiff (fully remote CVP)
On: 18/11/2024 & 19/11/2024
Before: Employment Judge Lloyd-Lawrie

Representation

Claimant: Ms Zdanowicz, Chartered Legal Executive
Respondent: Mr Mellis, Counsel

JUDGMENT

1. The Claimant was not dismissed.
2. The Claimant's claim of unfair dismissal fails and is dismissed.
3. The Claimant's claim of wrongful dismissal fails and is dismissed.
4. The Claimant's claim for holiday pay succeeds. This amounts to an unlawful deduction from wages and the Claimant is owed 3.66 days holiday pay which equates to £366.84 gross.

Employment Judge Lloyd-Lawrie

Date 19/11/2024

JUDGMENT SENT TO THE PARTIES ON

04 December 2024

Adam Holborn
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 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/>