



EMPLOYMENT TRIBUNALS

Claimant: Jose Garcia Tercero
Respondent: WPRG Limited
Held at: East London Hearing Centre
On: 20 February 2026
Before: Employment Judge S Povey

Representation

For the claimant: Ms Thomas (Counsel)
For the respondent: No attendance

JUDGMENT

1. The complaint under Regulation 30(1)(a) of the Working Time Regulations 1998 ('WTR 1998') is well-founded.
2. The complaint of a failure to provide a written statement of particulars of employment is well-founded.
3. The Respondent must pay the Claimant the sum of £4,908.74, made up of the following:

3.1. Compensation for the breach of the WTR 1998	£2,032.74
3.2. Award for the failure to provide a written statement	<u>£2,876.00</u>
Total:	<u>£4,908.74</u>

Approved by:
Employment Judge S Povey
Dated: 23 February 2026

Note

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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>