



EMPLOYMENT TRIBUNALS

Claimant: Michael Case

Respondent: Hotel and Bar Management Co Ltd

Heard at: Cardiff by video **On:** 19 January 2026

Before: Employment Judge K Hunt

Representation

Claimant: in person

Respondent: Ms L Colston (director)

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

30. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in relation to failing to pay the national minimum wage at the appropriate rate for the hours worked in the period from April 2023 to November 2024.

31. The respondent shall pay to the claimant a sum of £6,910.96, which is the net sum deducted. The respondent is responsible for the payment of any tax or National Insurance due on that net sum (grossed up as appropriate).

Statutory Sick Pay

33. The further complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 21 November 2024 to 15 March 2025 in relation to the non-payment of statutory sick pay (SSP).

34. The respondent shall pay the claimant the gross sum of £1,868 (which is calculated as 16 weeks SSP at the rate of £116.75 per week).

Holiday Pay

39. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998, in lieu of his entitlement to accrued outstanding leave on the termination of his employment.

40. The respondent shall pay the claimant the gross sum of £823.68 in respect of 9 days accrued outstanding leave. The claimant is responsible for paying any tax or National Insurance due on that sum unless deducted by the respondent.

Approved by:

Employment Judge K Hunt
19 January 2026

JUDGMENT SENT TO THE PARTIES
ON

23 February 2026

Katie Dickson
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. If written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/