

EMPLOYMENT TRIBUNALS

Claimant: Mrs R Wilkes

Respondent: 231 Holdings Ltd

Heard: By video **On:** 7 March 2025

Before: Employment Judge S Moore

Representation

Claimant: In person

Respondent: Did not attend

CORRECTED JUDGMENT

1. The claim was presented in the Wales Employment Tribunal on 23 March 2024. 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 Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £1592.04 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £2032.84 gross.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £355.61 gross.
5. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period 11 December 2023 and 31 January 2024.
6. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a compliant written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant £1016.42.

7. The respondent must pay the claimant £4996.91 total.

Approved by:

Employment Judge S Moore

27 February 2026

JUDGMENT SENT TO THE PARTIES ON

10 March 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE

