



EMPLOYMENT TRIBUNALS

Claimant: Nick Naylor
Respondent: Fantastic Fences Limited

JUDGMENT

1. The claim was presented in the Wales Employment Tribunal on 11 July 2025. 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 £3635.38 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £1856.04.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1007.33.
5. The respondent must pay the claimant **£6499.25** in total.
6. The claimant is responsible for any income tax or employee national insurance contributions that may be due.

Approved by:

Employment Judge Sharp

20 March 2026

JUDGMENT SENT TO THE PARTIES ON

24 March 2026

Miriam Drake
FOR THE TRIBUNAL OFFICE