



EMPLOYMENT TRIBUNALS

Claimant: Mark Naylor

Respondent: Airsoft Cymru The Depot Ltd

Heard at: Cardiff by video

On: 22 April 2026

Before: Employment Judge K Hunt

Representation

Claimant: in person

Respondent: not in attendance

ORDER

1. The Claimant's application to amend his claim to include a complaint of breach of contract in respect of a claim for contractual notice pay and accrued outstanding holiday pay is allowed.

JUDGMENT

2. The Respondent has made an unlawful deduction from the Claimant's wages for the period from September 2025 to mid-November 2025 and is ordered to pay to the Claimant the net sum of **£6,146.03**, in respect of the amount unlawfully deducted.
3. The Respondent was in breach of contract by failing to serve notice and/or pay the Claimant in lieu of his entitlement to 4 weeks' contractual notice pay. The Respondent is ordered to pay to the Claimant the net sum of **£2,763.45**, being damages for breach of contract.
4. The Respondent was in breach of contract by failing to pay the Claimant in lieu of his outstanding holiday entitlement of 17.5 days. The Respondent is ordered to pay to the Claimant the net sum of **£2,417.80**, being damages for breach of contract.

Approved by:
Employment Judge K Hunt
22 April 2026

JUDGMENT SENT TO THE PARTIES
ON
28 April 2026

Kacey O'Brien
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/