EMPLOYMENT TRIBUNALS

Claimant: **A Sweetman**

Respondent: **DCB Group Estates Ltd**

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 11 April 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 complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 13 to 19 January 2025 and must pay the claimant **£480.48** gross.

3. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 16 (1) of the Working Time Regulations 1998 for 40 hours of holiday taken from 20 to 25 January 2025. The respondent is ordered to pay the claimant the gross sum of **£457.60** as further unauthorised deductions from wage.

4. The respondent has failed to pay the claimant's accrued but untaken annual leave entitlement of 80 hours on termination of employment and must pay the claimant the gross amount of **£915.20**.

5. The respondent must pay the claimant **£1,853.28** gross in total.

6. The claimant will be responsible for paying any tax liabilities arising out of the gross award if they receive the gross figure and tax is not deducted from source.

Approved by:

Employment Judge M Butler

18 May 2026

Case Number: 6012582/2025

JUDGMENT SENT TO THE PARTIES ON

10 June 2026

FOR THE TRIBUNAL OFFICE

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6012582/2025**

Name of case: **A Sweetman** v **DCB Group Estates Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 10 June 2026

the calculation day in this case is: 11 June 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office