



EMPLOYMENT TRIBUNALS

Claimant: Mr S O'Connor

Respondent: Pvttec Ltd

Heard at: Liverpool (by CVP) **On:** 20 July 2026

Before: Employment Judge Ainscough

Representation

Claimant: in person – assisted by Ms Nelson (mother)

Respondent: not in attendance

JUDGMENT

1. The complaint of unauthorised deduction from wages is successful and the respondent is ordered to pay the claimant the gross amount of **£3408**.
2. The complaint of breach of contract (notice pay) is successful and the respondent is ordered to pay the claimant the gross amount of **£256**.
3. The complaint of unpaid annual leave accrued on termination of employment is successful and the respondent is ordered to pay the claimant the gross amount of **£256**.

REASONS

1. The claimant worked for the respondent, a company supplying electrical services, as an electrical apprentice from 3 July 2024 until 3 February 2025.
2. The claimant worked from 8am – 4pm. The claimant received £6.40 per hour. The claimant's gross weekly wage was £256. The claimant's gross monthly wage was £1024.
3. The claimant was paid in arrears each month.
4. The claimant was not paid for the month of August 2024. The respondent made an unauthorised deduction from the claimant's wages of £1024.
5. The claimant was paid £960 for the month of September 2024. The respondent made an unauthorised deduction from the claimant's wages of

£64.

6. The claimant was paid £912 for the month of October 2024. The respondent made an unauthorised deduction from the claimant's wages of £112.
7. The claimant was paid £864 for the month of November 2024. The respondent made an unauthorised deduction from the claimant's wages of £160.
8. The claimant was not paid for the month of December 2024. The respondent made an unauthorised deduction from the claimant's wages of £1024.
9. The claimant was not paid for the month of January 2025. The respondent made an unauthorised deduction from the claimant's wages of £1024.
10. The total unauthorised deductions from the claimant's wages are £3408.
11. The respondent failed to provide the claimant with notice of termination of employment. In accordance with section 86 of the Employment Rights Act 1996 the claimant was entitled to a one week notice period and notice pay of £256.
12. The respondent failed to pay the claimant for accrued unused annual leave on termination of employment in accordance with regulation 14 of the Working Time Regulations 1998.
13. The claimant worked for the respondent for 215 days. This equates to 59% of the annual leave year ($215/365 \times 100$).
14. In accordance with regulation 13 of the Working Time Regulations 1998 the claimant was entitled to 20 days of annual leave. On termination of employment the claimant had accrued 12 days of annual leave ($20 \times 59\%$)
15. During his employment the claimant took 7 days of annual leave. The claimant is therefore entitled to the sum of £256 for 5 days of untaken annual leave ($12-7 \times 256/5$).

Approved by:

Employment Judge Ainscough

20 July 2026

JUDGMENT SENT TO THE PARTIES
ON 29 July 2026

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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/



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401723/2025**

Name of case: **Mr S O'Connor** v **PVTEC 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: 29 July 2026

the calculation day in this case is: 30 July 2026

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

Paul Guilfoyle
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:

www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.

