



EMPLOYMENT TRIBUNALS

Claimant: Lana McMullen

Respondent: Leo Group Limited

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 7 April 2026. 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. As the claimant was employed by the first respondent and the claims have succeeded against the first respondent, the claims against the second and third respondents are dismissed
3. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £675.00 gross.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £525.04.
5. The respondent failed to provide the claimant with a written statement of employment particulars. In accordance with the Employment Act 2002 s.38, the respondent is ordered to pay the claimant an additional two weeks' pay, which is £1,087.50, calculated as follows:
 - a. The claimant worked an average of 43.5 hours per week across an 8-week period of employment.
 - b. $43.5 \text{ hours} \times £12.50 \text{ per hour} = £543.75 \text{ per week}$
 - c. $£543.75 \times 2 \text{ weeks} = £1,087.50$.
6. The respondent failed to give the claimant written itemized pay statements as required by the Employment Rights Act 1996 s.8. The shortfall in the claimant's wage is accounted for at paragraph 2 above and no further award is made.
7. The respondent must pay the claimant **£2,287.54** in total.

8. The hearing listed on **2 October 2026** is cancelled.

Approved by:

Legal Officer Sheard

10 September 2026

JUDGMENT SENT TO THE PARTIES ON

15 September 2026

FOR THE TRIBUNAL OFFICE

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6012139/2026**

Name of case: **L McMullen** v **Leo Group Limited**

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: 15 September 2026

the calculation day in this case is: 16 September 2026

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

For the Employment Tribunal Office