



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Bass

**Respondent:** Optima UK Inc Limited

**Heard at:** Leicester (via CVP)

**On:** 11 September 2026

**Before:** Employment Judge B Chapman

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Ms L Boorman (CEO); Ms L Flook (Finance Manager)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Amendment

1. The Respondent's name is amended from Optima UK Limited to **Optima UK Inc Limited**.

## Holiday Pay

2. The complaint in respect of holiday pay is well-founded. The respondent failed to sufficiently pay the claimant in accordance with regulation 14(2).
3. The respondent shall pay the claimant the balance of £173.08 by 30 November 2026. The claimant is responsible for paying any tax or National Insurance.

**Approved by:**

**Employment Judge B Chapman**

**Dated: 11 September 2026**

Sent to the parties on

...27 September 2026.....

For the Employment Tribunal

..Elliot Barker.....

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.