



EMPLOYMENT TRIBUNALS

Claimant: James Bruce Wattie

Respondent: J McCandles Limited

Heard at: Leicester **On:** 5 October 2026

Before: Employment Judge McTigue sitting alone

Representation

Claimant: In person

Respondent: No attendance or representation

JUDGMENT

1. The complaint of breach of contract in relation to notice pay is well-founded. The respondent shall pay the claimant £15,000 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay. Note to parties – for the sake of consistency, the gross figure has been used in respect of the complaint of notice pay instead of the net figure.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent shall pay the claimant £17,590.74, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998. The respondent shall pay the claimant £1,1415.62. The claimant is responsible for paying any tax or National Insurance.
4. The respondent must pay the claimant **£34,006.36** in total.

Approved by:

Employment Judge McTigue

Dated: 05 October 2026

Sent to the parties on

....06 October 2026.....

For the Employment Tribunal

.... Hakeem Nuama.....

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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/