EMPLOYMENT TRIBUNALS

Claimant: **D Whetter**

Respondent: **Elite Bar & Pubs Ltd**

JUDGMENT

1. The claims were presented in the Manchester Employment Tribunal on 30th November 2025. The respondent has failed to present a valid response on time. The Legal Officer 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.

Wages

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 12th August to 3rd September 2025.

3. The respondent shall pay the claimant **£1,706.37** (£1,216.72 plus one week's full pay, £489.65 for KIT days worked) which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance not deducted by the respondent.

Holiday Pay

4. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.

5. The respondent shall pay the claimant **£1,067.71**. The claimant is responsible for paying any tax or National Insurance.

Under Rule 7 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2024, because this decision has been made by a Legal Officer, a party may apply in writing to the Tribunal for the decision to be considered afresh by an Employment Judge. Such an application must be made within 14 days after the date this letter/decision is sent to the parties.

Total Award

6. The respondent must pay the claimant **£2,774.08** in total

Approved by:

Legal Officer Higgins

22nd October 2026

JUDGMENT SENT TO THE PARTIES ON

28 October 2026

FOR THE TRIBUNAL OFFICE

Under Rule 7 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2024, because this decision has been made by a Legal Officer, a party may apply in writing to the Tribunal for the decision to be considered afresh by an Employment Judge. Such an application must be made within 14 days after the date this letter/decision is sent to the parties.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6044170/2025**

Name of case: **D Whetter** v **Elite Bars & Pubs 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: 28 October 2026

the calculation day in this case is: 29 October 2026

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

For the Employment Tribunal Office

Under Rule 7 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2024, because this decision has been made by a Legal Officer, a party may apply in writing to the Tribunal for the decision to be considered afresh by an Employment Judge. Such an application must be made within 14 days after the date this letter/decision is sent to the parties.