



# EMPLOYMENT TRIBUNALS

**At North Shields**  
**Claimant**  
Mr M McLeman

**Respondent**  
Kipper Enterprises Ltd

**JUDGMENT (Liability and Remedy)**  
**Employment Tribunals Rules of Procedure 2013 –Rule 21**

1. The claim of unlawful deduction of wages is well founded. I order the respondent to repay £ 298.80 gross of tax and National Insurance ( NI) to the claimant.
2. The claim for compensation for untaken annual leave is well founded. I order the respondent to pay compensation of £288 gross of tax and NI to the claimant.

**REASONS**

1. The claim was presented on 24<sup>th</sup> March 2017 and served on 5<sup>th</sup> April 2017. A response on a prescribed form stated it did not intend to defend the claim. I am required by rule 21 to decide on the available material whether a determination can be made and, if it can, obliged to issue judgment which may determine liability and remedy.
2. I consider the above judgment appropriate because the claim form gives sufficient information to enable me to find the claims proved on a balance of probability and to determine the sums claimed. The law relating to unlawful deduction of wages is in Part 2 of the Employment Rights Act 1996) and that in relation to compensation for untaken annual leave in the Working Time Regulations 1998 Regulation 14

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**T M Garnon EMPLOYMENT JUDGE**  
**JUDGMENT SIGNED BY EMPLOYMENT JUDGE ON 27<sup>th</sup> APRIL 2017**

**JUDGMENT SENT TO THE PARTIES ON 4 May 2017**

**G Palmer**

**FOR THE TRIBUNAL**