



## THE EMPLOYMENT TRIBUNALS

**Claimant**  
**Ms Abigail Cook**

**Respondent**  
**Sands HR Ltd**

**AT NORTH SHIELDS**  
**EMPLOYMENT JUDGE GARNON**

**ON 26<sup>th</sup> July 2018**

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

1. The claim of unlawful deduction of wages is well founded. I order the respondent to repay to the claimant £ 267.90 gross of tax and National Insurance ( NI ).
2. The claim for compensation for untaken annual leave is well founded. I order the respondent to pay compensation to the claimant of £ 338.40 gross of tax and NI
- 3.. The Hearing listed for 23<sup>rd</sup> August 2018 is vacated

### **REASONS**

1. The claim was presented and served on the respondent's registered office. The response was due by 25<sup>th</sup> July 2018 but none was received.
2. I am required by Rule 21 of the Employment Tribunals Rules of Procedure 2013 to decide on the available material whether a determination can be made and , if so, obliged to issue a judgment which may determine liability and remedy. I have in the claim form sufficient to enable me to find the claims proved on a balance of probability and the sums to be awarded.
3. The law relating to unlawful deduction of wages is in Part 2 of the Employment Rights Act 1996 and that relating to compensation for untaken annual leave is in The Working Time Regulations 1998

**TM Garnon Employment Judge**  
**Date signed 26<sup>th</sup> July 2018**