



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE F SPENCER

**BETWEEN:** MRS H AMD MR O ROAF CLAIMANTS

AND

NICHOLAS HASLAM LIMITED RESPONDENT

**ON:** 31<sup>ST</sup> JANUARY 2019

## **Appearances**

**For the Claimants:** In person    **For the Respondent:** Mr B Hendley,  
consultant

## **JUDGMENT**

The Judgment of the Tribunal is that:

- (i) The Respondent made unlawful deductions from the Claimants' wages for May 2018 and is ordered to pay each Claimant £214.
- (ii) The Claimants' claim for pay in lieu of holiday accrued but not taken is well founded and the Respondent is ordered to pay each Claimant £507.60 representing 9 days holiday pay.
- (iii) The Claimants do not have two years' service and their claim for unfair dismissal is dismissed.
- (iv) The Respondent failed to comply with the ACAS Code of Practice on disciplinary and grievance procedures and, pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992, it is just and equitable to increase the above awards by 20%.

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2303226/2018**

- (v) The Respondent is ordered to pay Mrs H Roaf £865.92 and Mr O Roaf £865.92, calculated as follows:

Unpaid wages	£214
Holiday pay	<u>507.6</u>
Total	721.60
Plus 20%	144.32
Total award	865.92

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Employment Judge Spencer  
31<sup>st</sup> January 2019

JUDGMENT SENT TO THE PARTIES  
ON 23 February 2019

Mrs C Gangadeen  
For the Tribunal Office

