



EMPLOYMENT TRIBUNALS

Claimant Mr G Hogsden

Respondent Pencwm Cyf (trading as Springfield Holiday Park)

Heard at: Exeter

On: 18 November 2020

Before:
Employment Judge Goraj

Representation

The Claimant: in person

The Respondent: no response entered and did not attend

JUDGMENT

The JUDGMENT of the tribunal is that: -

1. The respondent made an unlawful deduction from the claimant's pay in respect of outstanding wages in the sum of £614.70 however, such monies were paid to the claimant following the commencement of proceedings and no further wages are outstanding. The claimant is however awarded, and the respondent is ordered to pay to the claimant, the sum of £129 pursuant to section 24 (2) of the Employment Rights Act 1996 in respect of financial losses sustained by reason of such unlawful deduction.
2. The respondent has also made unlawful deductions in respect of the claimant's accrued holiday entitlement of 4.5 days and the respondent is ordered to pay to the claimant the sum of £173.03 gross in respect of such deduction (4.5 days x gross daily pay of £38.45). Further it is just and equitable to increase the sum of £173.03 by 25 per cent (£43.26) pursuant to section 207 A of the Trade Union and Labour Relations (Consolidation) Act 1992 for the failure of the respondent to comply with the ACAS Code (relating to grievances) and the respondent is therefore ordered to pay to the claimant £216.29 gross in respect of this claim.

3. The claimant is therefore awarded, and the respondent is ordered to pay to the claimant, the total sum of £345.29 gross (£129 and £216.29)

Employment Judge Goraj
Date: 18 November 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE OFFICE OF THE TRIBUNALS

As reasons for the Judgment were announced orally at the Hearing written reasons shall not be provided unless they are requested by a party within 14 days of the sending of this Judgment to the parties.

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