



EMPLOYMENT TRIBUNALS

Claimant	Ms S Ayub
Respondent	Glam Rocks Ltd
Heard at Cardiff (and CVP)	3 January 2023
Before	Employment Judge R Brace
Representation:	
Claimant	In person
Respondent	Did not attend

JUDGMENT

1. By consent, the name of the Respondent is amended to Glam Rocks Ltd.
2. The complaint brought by the Claimant under section 23 Employment Rights Act 1996 is well-founded and a declaration is made to that effect.
3. The Respondent is ordered to pay to the Claimant the sum of **£3,318.06** being
 - a. £1,508.51 in respect of unpaid wages from 13 August 2021 – 7 September 2021 (125.5 hours @£12.02 per hour¹); and
 - b. £2,559.55 in respect of unpaid wages from 8 September 2021 – 11 October 2021 (177.5 hours @£14.42 per hour²);less
 - c. £750 paid by the Respondent to the Claimant on 11 October 2021.
4. In breach of Regulation 14(2) of the Working Time Regulations 1998, the Respondent failed to pay the Claimant a sum in lieu of holidays that they had accrued but not taken by the date on which the Claimant's employment terminated as follows:

¹ Salary of £25,000 for 40 hour week

² Salary of £30,000 for 40 hour week

- a. 13 August 2021-7 September 2021 being 0.4 weeks' holiday pay @ £480.77 per week for which the Respondent is ordered to pay her the further sum of **£192.31**; and
 - b. 8 September 2021-11 October 2021 being 0.53 weeks' holiday pay @£576.92 for which the Respondent is ordered to pay her the further sum of **£305.77** in this regard.
5. The Claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of unpaid wages and unpaid holiday pay.

Employment Judge R Brace

Date 4 January 2023

JUDGMENT SENT TO THE PARTIES ON 6 January 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.