



Case Number: 1300327/2024

# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant:** Ms Sonara Hoque and  
**Respondent:** David Wood Bakery Limited  
**SITTING AT:** Birmingham  
**ON:** 19 December 2024  
**BEFORE:** Employment Judge G Smart  
(Sitting alone in public with the interpreter Mr. S Miah attending via video)

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing the Claimant's son Mr. Haque as a lay representative and Mr. T Langley (Counsel) for the Respondent:

1. The Respondent's application to strike out the claim under Regulation 30 of the Working Time Regulations 1998, that insufficient notice was provided under Regulation 15 before annual leave was instructed to be taken, is granted. The Tribunal has no jurisdiction to hear that complaint and it is therefore struck out.
2. The Respondent's application to strike out or in the alternative order a deposit for the unlawful deductions of wages claim brought by the Claimant is refused. There are legal and factual issues that are not straightforward and a trial is needed to hear the evidence.
3. The case will now be listed for the earliest trial date with associated case management orders.

**Signed by: Employment Judge Smart**  
**Signed on: 19 December 2024**

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and reasons for the judgments are published in full online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties. Recording and Transcription: Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>