



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Paul Coupland

**Respondent:** N&E Motor Services Ltd

**Heard at:** Leeds (by video)      **On:** 30 September 2024

**Before:** Employment Judge T Knowles

## Appearances

For the claimant: In person

For the respondent: Mr N Flear, Director

# JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's claim of unfair dismissal is well founded.
2. The Respondent is ordered to pay to the Claimant the sum of £1,012.50 compensation for unfair dismissal.
3. The Claimant's claim for holiday pay for the 2022/2023 holiday year is not well founded and fails.
4. The Claimant's claim of unauthorised deductions from wages in respect of 8 days holiday pay during the 2023/2024 holiday year was presented within the time limit and is well founded. The Respondent is ordered to pay to the Claimant the gross sum of £1,350.00.
5. The Respondent is ordered to pay to the Claimant £2,572.00 under Section 38 of the Employment Act 2002 (failure to give statement of employment particulars etc).
6. The recoupment regulations do not apply.

Employment Judge T Knowles

30 September 2024

**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.

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**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/>