



EMPLOYMENT TRIBUNALS

Claimant: Mr. J M Panes

Respondent: Bug Security and Care Limited

Heard at: Cardiff Employment Tribunal

On: 09/12/2021

Before: Judge of the First-Tier Lloyd-Lawrie acting as an Employment Judge

Representation

Claimant: In person

Respondent: No attendance

JUDGMENT

1. The Claimant was an employee of the Respondent throughout the entirety of his time working for them, namely 08/02/2019- 02/03/2021.
2. The Respondent made unauthorised deductions from wages in fining the Claimant and is ordered to pay the Claimant the sum of £185 being the total sum deducted.
3. The Respondent failed to allow the Claimant to take annual leave in line with the Working Time Regulations.
4. The Respondent is ordered to pay the Claimant £4610.69 as compensation for their breach of the Working Time Regulations.

A N Lloyd-Lawrie
Judge of the First-Tier Lloyd-Lawrie acting as a
Employment Judge

Date 09 December 2021

JUDGMENT SENT TO THE PARTIES ON 13 December 2021

FOR THE TRIBUNAL OFFICE Mr N Roche

Note

Written reasons will not be provided unless 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.