



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Wilson

**Respondent:** C P Hood Mechanical Limited

**Heard at:** Liverpool **On:** 9 January 2020

**Before:** Employment Judge Aspinall

## **Representation**

**Claimant:** Mr Wilson (Senior), claimant's father

**Respondent:** Mr Griffin, representative

# JUDGMENT

## **It is the judgment of the Tribunal that:**

1. The respondent made unlawful deductions from the claimant's wages. The respondent agreed that the claimant was owed a final week's pay £ 475.98. The respondent had a clause in the contract of employment by which it could lawfully make deductions from the claimant. It deducted £ 927.50 being £ 600 for an insurance excess and £ 327.50 for recovery of training costs. It was only entitled under its contract to deduct £ 250 for the insurance excess and £ 81.88 for the training costs. The claimant is due £ 144.10
2. The respondent failed to pay holiday pay due to the claimant. The claimant is owed £ 168.00 for one and a half days holiday being one day that the respondent's admits is due and half a day that the tribunal awards. The half day due reflects an outstanding balance of an agreement reached between the claimant and respondent for time taken in relation to attendance of the training course.
3. The respondent is ORDERED to pay £ 312.10 to the claimant within fourteen days of the date on which this order is sent to the parties by the Tribunal.

Employment Judge Aspinall

Date 9 January 2020

JUDGMENT SENT TO THE PARTIES ON

22 January 2020

FOR THE TRIBUNAL OFFICE

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2411691/2019**

Name of case:       **Mr M Wilson**                               v                               **CP Hood Mechanical  
Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is:       **22 January 2020**

"the calculation day" is:               **23 January 2020**

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office