



EMPLOYMENT TRIBUNALS

Claimant

Mr Andrew Beadle

v

Respondent

Aris Flooring Ltd T/A Floor Giants

PRELIMINARY HEARING

Heard at: Leeds via CVP

On: 08 February 2021

Before: Employment Judge T R Smith

Appearance:

For the Claimant: Mr Frederick (Solicitor)

For the Respondent: Mr Morton (Solicitor)

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V-video. It was not practicable to hold a face-to-face hearing because of the Covid19 pandemic.

JUDGMENT

1. The Claimants complaint of constructive unfair dismissal is not well founded and is dismissed.
2. The Claimant's complaint of non-payment of holiday pay is well-founded and the Respondent is ordered to pay the Claimant forthwith **£558.40**.
3. The Claimant's complaint of an unauthorised deduction from wages is well-founded and the Tribunal declares accordingly. The Respondent is ordered to pay the Claimant forthwith the sum of £2145.45 as arrears of the said wages together with a sum of £214.54 producing a total of **£2359.99** payable forthwith. The sum of £214.54 represents a 10% uplift pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992

Employment Judge T R Smith

Case number 1805251/2020(V)

Date: 9 February 2021