



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Ms A Luca v

**Respondent:**  
Visionwood Limited

**Heard at:** Bristol (via Video Hearing Service)

**On:** 3 May 2023

**Before:** Employment Judge Fredericks

## Appearances

For the claimant: In Person

For the respondent: Ms Hasna Shekhali (Director of the respondent)

## JUDGMENT

1. The respondent has failed to pay the claimant in respect of accrued but untaken annual leave in the following amounts for the following years, on the agreed basis that:
  - a. the claimant was a zero hours worker who always worked 16 hours per week and did not take any holiday;
  - b. the respondent's holiday year runs from 1 January to 31 December each year;
  - c. the claimant's employment began on 8 April 2021 and ended on 9 September 2022;
  - d. she was paid £8.91 per hour from the commencement of her employment to 3 April 2022, and then £9.50 per hour from 4 April 2022 to the end of her employment; and
  - e. the respondent has already paid the claimant £349.91 in respect of leave year 2021 and £542.89 in respect of leave year 2022.
  
2. The claimant is owed a shortfall in respect of both holiday years she worked and is owed:
  - a. £183.26 for leave year 2021; and
  - b. £90.22 for leave year 2022.

3. Consequently, the respondent is ordered to pay the claimant the total sum of **£273.48**, subject to any usual deductions made for PAYE purposes.

**Employment Judge Fredericks**

Date: 3 May 2023

Sent to the Parties: 15 May 2023

For the Tribunal Office