



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. G. Kulakowski

**Respondent:** Silkot (UK) Ltd.

**Heard at:** Video (CVP) Wales

**On:** 14<sup>th</sup> March 2023

**Before:** Employment Judge S. Evans

## **Representation**

**Claimant:** Ms.M. Michalska-Murckova, Lay representative

**Respondent:** Mr. P. Havlicek, Director.

# JUDGMENT

1. The Respondent's application for an extension of time to file its ET3 is refused.
2. The Claimant's claim of unlawful deduction of wages is well-founded and upheld.
3. The Claimant's claim of entitlement to pay for annual leave accrued and untaken is well-founded and upheld.
4. The Respondent is ordered to pay the Claimant the sums set out below and to account to HMRC for any tax and national insurance due.

### Payments due to the Claimant:

Outstanding Wages as agreed by Respondent : £2866.95 net

Holiday Pay (12 days at £138.46 gross/ day) : £1661.54 gross

Employment Judge **S Evans**

Date 14<sup>th</sup> March 2023

JUDGMENT SENT TO THE PARTIES ON 14 March 2023

NOTE: Reasons were given orally at the hearing. In accordance with Rule 62 (3) of the Employment Tribunal Rules of Procedure 2013, no written reasons will be provided unless requested by a party at the hearing or in writing within 14 days of sending the written record of the decision.