



EMPLOYMENT TRIBUNALS

Claimant
Mr James Vukic

v

Respondent
Elite Security Service Providers Ltd

Heard at: Southampton Employment Tribunal

On: 13 December 2024

Before: Employment Judge Rayner

Appearances

For the Claimant: In person

For the Respondent: Mr Lee Roberts, Finance Manager

JUDGMENT

1. The Claimant's in respect of an unlawful deduction from his wages in respect of mileage is well founded and succeeds.
2. The Claimant's claim in respect of an unlawful deductions of wages for unpaid holiday pay is not well founded and is dismissed.
3. At the point of the hearing the Respondent had failed to provide the Claimant with a statement of main terms and conditions of employment, contrary to section 1 Employment Rights Act 1996.

Remedy

4. The Respondent will pay the Claimant the sum of **£795.20** in respect of unpaid mileage.
5. The Respondent will pay the Claimant the sum of **£239.61**, which is two weeks average pay, as compensation under section 38 Employment Act 2002.

Therefore, the total sum now payable to the Claimant by the Respondent is £1034.81



Employment Judge Rayner

Dated: 17 December 2024

Sent to the parties on:

13 January 2025

Jade Lobb

For the Tribunal

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.