



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Charles  
**Respondent:** Specialized Group (Kent) Limited  
**Heard at:** Ashford  
**On:** 1 March 2018  
**Before:** Employment Judge Pritchard

**Representation**  
Claimant: In person  
Respondent: No appearance

## JUDGMENT

- 1 The Respondent made unlawful deductions from the Claimant's wages and the Respondent is ordered to pay to the Claimant the sum of £29,865.06. This sum relates to the following wage deductions:

a. July 2016	£ 7,500.00 gross
b. March 2017	£ 4,908.39 net
c. April 2017	£ 4,978.54 net
d. May 2017	£ 4,978.13 net
e. June 2017	£ 7,500.00 gross
- 2 The Respondent breached the Claimant's contract of employment by disallowing his personal use of a company car and mobile telephone during the last three months of his employment. The Respondent is ordered to pay to the Claimant damages in the sum of £1,635.00.
- 3 The Respondent failed to compensate the Claimant for accrued but untaken holiday upon the termination of his employment and the Respondent is ordered to pay to the Claimant the sum of £3,461.50.
- 4 The Respondent's counterclaim (employer's contract claim) is dismissed.

**Case Numbers: 2301979/2017  
2302523/2017**

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Employment Judge Pritchard

Date 1 March 2018

Note

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.