



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Toby Fieldhouse

**Respondent:** Penshurst Fine Foods

**Heard at:** London South Employment Tribunal (by CVP)

**On:** 16 February 2021

**Before:** Employment Judge Rahman sitting alone

**Representation**

Claimant: In person

Respondent: Dion Massey, attending in person

## JUDGMENT

### ORDER:

1. The Respondent has made an unauthorised deduction from the Claimant's wages and is ordered to pay the Claimant a gross sum of £700. The Claimant is responsible for payments of tax and national insurance.
2. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to the Claimant in the sum of £501, being one month's pay of £1456 less authorised deductions of £835. The Claimant also mitigated his loss and his additional income of £120 is also deducted. The sum of £501 is net of tax.
3. The Claimant's claim for failure to pay holiday pay outstanding at termination is well-founded. The Respondent is ordered to pay the Claimant compensation of £440 (representing an entitlement of 8 days). This is net of tax.
4. **The total sum payable by the Respondent to the Claimant is £1,641.**

**EMPLOYMENT JUDGE RAHMAN  
DATED 16 February 2021**