



EMPLOYMENT TRIBUNALS

Claimant: Mr S Rand

Respondent: Huby Domestic Appliances Limited

Heard at: Leeds (by video) **On:** 13 December 2022

Before: Employment Judge Knowles

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The Claimant's claim of unauthorised deductions from wages is well founded and succeeds. The amount unlawfully deducted was £4,313.79. The Respondent is ordered to pay to the Claimant £4,313.79.
2. The Claimant's claim for holiday pay under the Working Time Regulations 1998 is well founded. The Respondent is ordered to pay to the Claimant the sum of £500 compensation.
3. In relation to the payments ordered under paragraphs 1. and 2. above only, the Respondent shall deduct from those sums and account to HMRC for any statutory deductions for tax or employee's national insurance that shall be required by law.
4. The Claimant was dismissed by reason of redundancy and was entitled to a redundancy payment. The amount of the redundancy payment is £1,000.00. The Respondent is ordered to pay to the Claimant a redundancy payment of £1,000.00.
5. The Claimant's claim of breach of contract in relation to work expenses is well founded. The Respondent is ordered to pay to the Claimant damages in the sum of £231.50.
6. The Claimant's claim of breach of contract (notice pay) is well founded. The Respondent is ordered to pay to the Claimant the sum of £810.

Employment Judge Knowles

13 December 2022