



EMPLOYMENT TRIBUNALS

Claimant: Mr J Rafferty

Respondent: Grayford Industrial Ltd

Heard at: Reading Employment Tribunal **On:** 23 November 2022

Before: Employment Judge Shastri-Hurst

Representation

Claimant: Non attendance

Respondent: Mr J Welby (director)

JUDGMENT

1. The claimant's claim for breach of contract (regarding notice pay) is not well founded and is dismissed;
2. The claimant's claim for holiday pay is not well-founded and is dismissed;
3. The claimant's claim for unauthorised deductions from wages (regarding commission) is not well-founded and is dismissed;
4. The respondent's counterclaim for breach of contract is well-founded and is upheld.
5. The claimant is ordered to pay the respondent the sum of **£1559.75**. This is calculated as follows:
 - 5.1 Damages in the sum of the value of laptop: £978 + VAT = £1,173.60
 - 5.2 Damages in the sum of the value of iPhone: £658.33 + VAT = £790
 - 5.3 Less the lawful deduction from the claimant's final pay slip of £403.85

5.4 Total = £1559.75.

- 6 The sum at paragraph 5 is to be paid within 14 days of the date this judgment is sent to the parties.

Employment Judge Shastri-Hurst

Date: 24/11/2022

JUDGMENT SENT TO THE PARTIES ON

15/12/2022

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FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.