



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr Rynhardt Mannel  
**Respondent:** Selene Marine  
**Heard at:** East London Hearing Centre (by CVP)  
**On:** 6 & 7 December 2022 and 24 January 2023  
**Before:** Employment Judge F Allen

### Representation

**Claimant:** In person  
**Respondent:** Mr Nathan Gray, Solicitor, from Backhouse Solicitors

## JUDGMENT

1. The claimant's claim for unauthorised deduction of wages succeeds.
2. The claimant is entitled to the following remedy:

Wages for January 2022 - £3,166.67  
Overtime for January 2022 - £1,530.00  
5 days holiday pay - 5 x £144 = £720  
12 nights in Israel - 12 x £165 = £1,980.00.

Gross amount of £7396.67.

Underpayment of wages for February 2021 - £83.86  
Underpayment of wages for August 2021 - £329.14  
Personal expenses in the sum of £1,780.33  
which comes to a total of £2193.33  
less agreed deductions of £1,810.00  
leaving a net sum of = £383.00  
£383.00 x 20% = 76.60.  
£383.00 + 76.60 = £459.60

Gross amount of £459.60

3. The respondent is ordered to pay the total gross sum of £7396.67 + £459.60 = **£7856.27**. This is a gross amount, and respondent is entitled to make any deductions which are due for tax and national insurance contributions before payment is made to the claimant.

4. The claimant's remaining claims for overtime for December 2020, holiday trade for November 2021 and December 2021 and hotel expenses of £590 are dismissed.
5. The claimant withdrew his claim for £160 of personal expenses and this part of the claim is dismissed.
6. The respondent's counter claim succeeds, and the claimant is ordered to pay the respondent the sum of **£24,000**.
7. The Tribunal understands that the parties have agreed the following process to discharge the Respondent's successful counterclaim. By the 10 February 2023 the claimant is to return to the respondent the company property which he retained at the end of his employment. The property, at the time of the end of the claimant's employment is estimated to have a value of £24,000.
8. On receipt the property will be subject to an inspection for damage (affecting the value of the property) by an independent valuer agreed by the parties. If the parties cannot agree an independent valuer, then the inspection will be carried out by the initial manufacturer of each item.

**Employment Judge F Allen**  
**Date 31 January 2023**