



EMPLOYMENT TRIBUNALS

Claimant

Mr D Rock

-v-

Respondent

2010 OPTICS LTD

(in Creditors Voluntary Liquidation)

JUDGMENT

The background to this judgment is set out in my order that was sent to the parties on 18 September 2023. Having received no objections to the course I proposed I have determined:-

1. The claimant was dismissed in breach of contract. The respondent is ordered to pay £600.00 (gross) as damages to the claimant.
2. The respondent made an unlawful deduction from the claimant's wages pursuant to Part II of the Employment Rights Act 1996. The respondent is ordered to pay (gross) to the claimant
 - 2.1. His arrears of pay for March 2023 (£2,400 less £1,000 received) £1,400.00
 - 2.2. in relation to the claimant's personal items left on the works van that were not returned to him on his dismissal £819.00
3. The respondent failed to compensate the claimant in relation to the claimant's entitlement to holiday leave that had accrued as at the termination of the claimant's employment. The respondent is ordered to pay £600.00 (gross) to the claimant in respect of the accrued leave entitlement.
4. The respondent was in breach of its duty to the claimant pursuant to section 1(1) and/or 4(1) of the Employment Rights Act 1996. Pursuant to Section 38 of the Employment Act 2002 the respondent is ordered to pay £2,400.00 to the claimant (4 weeks pay).
5. Those awards total **£5,819.00**.

Employment Judge Perry

Dated: 20 October 2023

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.

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