



EMPLOYMENT TRIBUNALS

Claimant:
Mr K Rabdiya

v

Respondent:
Marshall Eaton
Holdings Limited

Heard at: Reading by CVP

On: 11 March 2024

Before: Employment Judge Hawksworth

Appearances:

the claimant: did not attend and was not represented
for the Respondent: Mr A Khan (company representative)

JUDGMENT

The judgment of the tribunal is as follows:-

Wages

1. The complaint of unauthorised deduction from wages succeeds. The respondent made an unauthorised deduction from the claimant's wages in the period 1 December 2022 to 1 February 2023.
2. The respondent shall pay the claimant the gross sum of £18,249.

Breach of contract

3. The complaint of breach of contract in relation to notice succeeds.
4. The respondent shall pay the claimant the gross sum of £1,403.77 in relation to notice pay.

Holiday pay

5. The complaint in respect of holiday pay succeeds. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant the gross sum of £1,824.90.

Employer's contract claim

7. The employer's contract claim fails and is dismissed. The claimant must return any of the respondent's property which he has retained. The parties will make arrangements for this.

Employment Judge Hawksworth

Date: 11 March 2024

Sent to the parties on: 28 March 2024

For the Tribunal Office

Note:

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:

All 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.