



EMPLOYMENT TRIBUNALS

Claimant: Mr C Johnson-Dutfield

Respondent: H2ope Engineering Ltd

Heard at: Reading **On:** 24 July 2024

Before: Employment Judge Shastri-Hurst

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The complaint of breach of contract in relation to expenses is well-founded.
2. The respondent shall pay the claimant damages in the amount of **£597.45**.
3. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the payment months of May and June 2023.
4. The respondent shall pay the claimant **£5,987.50** which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
5. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998.
6. The respondent shall pay the claimant **£979.33**. The claimant is responsible for paying any tax or National Insurance.

Employment Judge Shastri-Hurst

Date: 24 July 2024

JUDGMENT SENT TO THE PARTIES ON
12 September 2024

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>