



# EMPLOYMENT TRIBUNALS

**Claimant:** Hasnat Shahriyar

**Respondent:** Pierpoint International (UK) Limited

**Heard at:** London Central (by CVP)

**On:** 10 July 2025

**Before:** Employment Judge Moyler

## REPRESENTATION:

**Claimant:** Hasnat Shahriyar

**Respondent:** did not attend

# JUDGMENT

The judgment of the Tribunal is as follows:

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 28 October 2024 to 12 December 2024.
2. The respondent shall pay the claimant **£4,577.08**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The respondent shall also pay the claimant **£833.60** to compensate the claimant for financial loss attributable to the unauthorised deduction.

## Notice Pay

4. The complaint of breach of contract in relation to notice pay is well-founded.

5. The respondent shall pay the claimant **£673.08** as damages for breach of contract in relation to notice pay. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
6. The complaint of breach of contract in relation to expenses and allowances due under the contract of employment is also well-founded:
  - a. personal pension allowance at 3% of wages and notice pay = £157.50
  - b. refund of CIPD payment allowance = £280
  - c. remote working allowance = £120
  - d. IONOS agency email fees = £24
  - e. Personal laptop usage fee = £60
  - f. Zoom pro subscription = £16
  - g. Work phone purchase = £20
7. The respondent shall therefore also pay the claimant **£677.50** as damages for breach of contract in relation to expenses and allowances due under the contract.

### Holiday Pay

8. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.
9. The respondent shall pay the claimant **£538.48**. The claimant is responsible for paying any tax or National Insurance.

**Employment Judge Moyler**  
**8 August 2025**

Judgment sent to the parties on:  
14 August 2025

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For the Tribunal:  
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