



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Matta

Respondent: Pier Point International (UK) Limited

Heard at: Reading **On:** 30 September 2025

Before: Employment Judge Gumbiti-Zimuto

Representation

Claimant: In person

Respondent: No response entered and not attending

JUDGMENT

The respondent is ordered to pay to the claimant the sum of **£18,233**.

REASONS

1. On 13 September 2024 the claimant entered into a contract of employment with the respondent. The claimant commenced work on 30 September 2024.
2. It was agreed that the claimant would be paid an annual salary of £45,000.00.
3. The claimant was required to register for ISO 9001 auditing certification for HR staff course at the cost of £480. The respondent agreed to reimburse the claimant at the rate of £40 per month.
4. The claimant was to work from home and it was agreed that she would be paid the sum of £120.00 per month in compensation for working from home.
5. The claimant was entitled to 30 days paid holidays every year with a holiday year. By the date of her employment terminating the claimant had accrued but not taken 10 days annual leave.
6. The claimant was entitled to 7 days notice of termination of employment.
7. The respondent agreed to repay to the claimant the sum of £13.00 for a mobile phone and £40.00 for a desk. It was agreed that the claimant was to be reimbursed the sum of £40 per month for the use of her own laptop. It was agreed that the claimant was to be reimbursed for the purchase of a £15 Zoom subscription.
8. The claimant carried out her duties pursuant to the contract of employment at the direction of Larry Brandon who purported to be director of the respondent company. The claimant spoke to Mr Larry Brandon daily to be given her tasks for the day and

reported to him by email at the end of the day reporting on the status of her tasks.

9. In breach of the employment contract the respondent failed to pay the claimant her salary or any other sums due to her pursuant to the contract.

10. On 31 January 2025 the claimant resigned her employment because of the fundamental breach of contract by the respondent in failing to pay her any of the money that was due to her. In the circumstances the claimant was constructively dismissed.

11. The respondent is therefore ordered to pay to the claimant the following:

a. Unpaid wages (gross)	£15,000.00
b. Notice pay (gross)	£863.00
c. Holiday pay (for leave accrued and not taken)	£1230.00
d. Working from home allowance	£480.00
e. Reimbursement for phone and desk	£53.00
f. Reimbursement for ISO course	£432.00
g. Reimbursement for use of laptop	£160.00
h. Reimbursement for zoom subscription	£15.00
Total:	<u>£18,233.00</u>

Approved by:
Employment Judge Gumbiti-Zimuto

30 September 2025

JUDGMENT SENT TO THE PARTIES ON

21 October 2025

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FOR THE TRIBUNAL OFFICE

Notes

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/