



# EMPLOYMENT TRIBUNALS

**Claimant:** Mark Parker

**Respondent:** So Eco Limited

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

**On:** 12 August 2024

**Before:** Employment Judge Anthony

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance

# 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 for the period 1 January 2024 to 31 January 2024.
2. The respondent shall pay the claimant £1153.80 gross. The claimant is responsible for the payment of any income tax or National Insurance to His Majesty's Revenue and Customs.

## Holiday Pay

3. The claimant's claim for unauthorised deduction from wages (5 days holiday pay at £115.38 per day) is well-founded.

- 4. The respondent shall pay the claimant £576.90 gross. The claimant is responsible for the payment of any income tax or National Insurance to His Majesty’s Revenue and Customs.

**Notice Pay**

- 5. The complaint of breach of contract in relation to notice pay is well founded. The respondent shall pay the claimant £576.75 gross as damages for breach of contract. The claimant is responsible for the payment of any income tax or National Insurance to His Majesty’s Revenue and Customs.

**Expenses**

- 6. The complaint of breach of contract in relation to fuel expenses and food allowance is well founded. The respondent shall pay the claimant £692.42 gross as damages for breach of contract. If there are any income tax or National Insurance due, the claimant is responsible for the payment of any income tax or National Insurance to His Majesty’s Revenue and Customs.

**Employment Judge Anthony  
12 August 2024**

Judgment sent to the parties on:

15 August 2024

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For the Tribunal:

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