



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Thomas Shorey

**Respondent:** Complete Sports Solutions Limited

**Heard at:** Cardiff

**On:** 14<sup>th</sup> – 17<sup>th</sup> February 2020

**Before:** Employment Judge Grubb  
(sitting alone)

## REPRESENTATION:

**Claimant:** Ms B Davies

**Respondent:** Mr Islam-Choudhury

## Judgment

1. The complaint of unfair dismissal is well-founded. This means the respondent unfairly dismissed the claimant contrary to section 94 of the Employment Rights Act 1996.
2. The period of loss over which the Claimant can claim a compensatory award is limited to 2 weeks under the principles of *Polkey v A E Dayton Services*.
3. The claimant's complaint that there was an unauthorised deduction from their wages is well-founded. This means the Claimant was subject to unlawful deductions from wages contrary to section 13 of the Employment Rights Act 1996.
4. The Respondent shall pay the Claimant £5,000 gross on account of non-payment for the Claimant's car allowance subject to any deductions for income tax and national insurance.

5. The Respondent shall pay the Claimant £15,000 on account of deductions made from his notice pay in regard to loan repayments.

6. The Respondent shall pay the Claimant the agreed sum of £1,948.66 for compensation for unfair dismissal.

Employment Judge Grubb

Date: 16<sup>th</sup> February 2022

REASON SENT TO THE PARTIES ON 17 February 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

**Notes**

Reasons for the judgment were given orally with written reasons requested at the hearing and so shall follow in due course.

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