



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Keith Joyce

**Respondent:** French Sole Limited

## RULE 21 JUDGMENT

MADE PURSUANT TO RULE 21 OF THE EMPLOYMENT TRIBUNALS RULES OF  
PROCEDURE 2013

The time limit for presenting a response having expired on **27 May 2019** and no response having been presented.

Employment Judge Gumbiti-Zimuto has decided on the available material that a determination can properly be made, and judgment given as follows:

1. The respondent has made an unauthorised deduction from the claimant's wages. The respondent is ordered to pay to the claimant £10749.00. This is the gross amount. If the respondent pays the tax and national insurance due to HMRC, payment of the net amount will meet the judgment debt.
2. The claimant's claim for unfair dismissal succeeds. The claimant's remedy for unfair dismissal will be considered by the Employment Tribunal at the hearing on **4 March 2020 at 10:00 am** as previously notified to the parties.
3. The respondent will only be permitted to participate at the hearing to the extent permitted by the Employment Judge hearing the case.

---

Employment Judge Gumbiti-Zimuto

Date: 24 September 2019

Sent to the parties on: .....

.....01.11.2019.....

For the Tribunals Office