



EMPLOYMENT TRIBUNALS

Claimant: Mr D Odendaal

Respondents: Payne Records Ltd

At: Central London Employment Tribunal

Before: Employment Judge JL Wade

JUDGMENT

1. The respondent has failed to file ET3 Grounds of Resistance in this case.
 2. Having considered the ET1, EJ Wade has decided that a determination of the claim can properly be made without a hearing.
 3. The Judgment of the Tribunal, made under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, is that the respondent has unlawfully failed to pay wages (including overtime), holiday pay and pension payments to or on behalf of the claimant.
 4. The tribunal will order the respondent to pay compensation to the claimant. The claimant is ordered to send to the tribunal (with a copy to the respondent) the following information **by 26 March**:
 - 4.1 Exactly how much was due in wages before tax
 - 4.2 Also overtime pay
 - 4.3 How much was due in holiday pay before tax (or how many days' holiday pay are due)
 - 4.4 Does the claimant claim any expenses arising directly out of the failure to pay?
 5. The tribunal does not have jurisdiction to award compensation for general distress in these circumstances
4. **The hearing listed for 12 March 2020 has been vacated and the parties should not attend. An order for payment for the sums due will be issued after the necessary information has been received from the claimant.**

Case No: 2203816/2019

Employment Judge Wade

Dated: 11 March 2020

Sent to the parties on:

11/03/2020

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For the Tribunal:

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