



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Fowler

**Respondent:** Topwaste

**At:** Central London Employment Tribunal

**Before:** Employment Judge Nicolle

## JUDGMENT

1. The Respondent has failed to file an ET3 Grounds of Resistance by the stipulated deadline of 4 March 2020 and has not applied for an extension of time for doing so.
2. Having considered the ET1, Employment Judge Nicolle has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under Rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 is as set out below.
3. The Respondent has unlawfully failed to pay wages to the Claimant for a total of 12 days' employment during the period between 20 November 2019 and 13 December 2019. Given that the Claimant's proposed annual salary was £36,000, and on the basis of his working 5 hours per day at £9 per hour, this equates to a gross sum of £540.
4. The Tribunal orders the Respondent to pay unpaid wages to the Claimant of £540.
5. Where payments are made gross the Claimant will be responsible for all applicable tax and employee national insurance contributions.

Employment Judge Nicolle

**30 July 2020**

Sent to the parties on:

30/07/2020

For the Tribunal: