



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Janjua

v

Navitas Life Sciences GmbH

Heard at: Watford (by CVP)

On: 26 October 2021

Before: Employment Judge Allott (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is that:

1. The respondent has made unauthorised deductions of wages and/or is in breach of contract and is ordered to pay the claimant the gross sum of £12,024 (subject to tax, national insurance and other lawful deductions).

REASONS

The respondent's absence

1. This is a Reading case and I have only been provided with the claim form and the ACAS Early Conciliation Certificate. I have proceeded on the basis that no response has been filed.
2. This case was previously listed to be heard on 2 June 2021. Listing has provided me with an email dated 28 May 2021 timed at 12.06 from Martina Stedie of navitaslifesciences.com stating:- "As this case involves Navitas GmbH please can you contact the insolvency administrator of Navitas Life Sciences GmbH" and gives an address in Frankfurt.
3. The claimant told me today that he had received an email from the insolvency administrators yesterday, 25 October 2021, informing him that he would have no advantages if he proceeded with this action.

4. I am satisfied that the respondent company is in some form of German insolvency, had notice of this hearing and has decided not to participate.
5. Taking into consideration the aforementioned information I have decided to proceed with the hearing in the absence of the respondent.

The claimant's case

6. The claimant told me that he worked in April, May and June 2020 and has not been paid. Further the claimant told me that his notice period was one month. The claimant told me that his employment ceased on 30 June 2020. Accordingly, I find that the claimant has not been paid for three months' employment and has not been paid his notice period.
7. The claimant states that his gross pay was £3,006 per month. $4 \times £3,006 = £12,024$
8. Accordingly, the claimant is entitled to judgment for the gross sum of £12,024 (subject to tax, national insurance and other lawful deductions).

Employment Judge Alliott

Date: 12 November 2021.....

Sent to the parties on:.

.....
For the Tribunal Office