



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs Nezhla Ibryam

v

Needplan Staffing International Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The time limit for presenting a response having expired on **2 September 2022** and no response having been presented, Employment Judge Alliott has decided on the available material that a determination can properly be made, and a judgment given as follows:

1. The respondent has made unauthorised deductions from the claimant's wages and is ordered to pay her the gross sum of £4,774.80 (subject to tax and national insurance deductions).
2. The respondent is in breach of contract and is ordered to pay the claimant the following damages:-
 - 2.1 Pension allowance (@ 3%): £141.68
 - 2.2 Expenses : £395.19
 - 2.3 Course refund : £ 91.36
- 3 The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £519 (subject to tax and national insurance deductions).
- 4 The hearing listed on **30 May 2023** is cancelled.

REASONS

- 5 The claimant worked for the respondent from 25 April to 27 June 2022. Her gross wage was £519 per week with a 3% pension allowance. She was

entitled to be reimbursed work-related expenses. Her holiday entitlement was 30 days per year and she took no holiday.

- 6 The claimant was paid nothing by the respondent and she incurred the claimed expenses.

Employment Judge Alliott

Date: 17 April 2023

Sent to the parties on: 22 May 2023

GDJ
For the Tribunal Office