



# EMPLOYMENT TRIBUNALS

Claimant: Mr T Scarrett

Respondent: Eco Fix UK Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Bristol Employment Tribunals on 20 October 2022. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£1280** gross.
3. The claimant was not reimbursed for tools as expenses in breach of contract. The respondent must pay damages to the claimant of **£1000**.
4. The Respondent had failed as at the start of these proceedings to provide to the Claimant a written Statement of Particulars of Employment as required by Section 1 of the Employment Rights Act 1996 ("ERA"). Under Section 38 of the Employment Act 2002 ("EA"), he is awarded and shall be paid by the Respondent a further sum of 2 weeks gross pay calculated at a rate of £180.00 per week and thus a total of **£360**.
5. The respondent must pay the claimant **£2640** in total.

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Employment Judge A Frazer

Date: 28<sup>th</sup> June 2023

Judgment sent to the Parties on 11 July 2023

For the Tribunal Office