



EMPLOYMENT TRIBUNALS

Claimant: Mr K Dubravec
Respondent: Marvo Limited
Heard at: East London Hearing Centre (by video)
On: 30 October 2023
Before: Employment Judge P Klimov (sitting alone)
Representation:
For the Claimant: not present or represented
For the Respondent: not present or represented

JUDGMENT

1. The complaint of unauthorised deductions from wages succeeds. The respondent made an unauthorised deduction from the claimant's wages in the period between 23 April 2023 and 2 May 2023.
2. The respondent shall pay the claimant **£1,120**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

REASONS

1. By a claim form dated 20 July 2023 the claimant brought a complaint of unauthorised deduction from wages in total sum of £1,120.
2. The Notice of Claim and Notice of Hearing was sent to the respondent on 3 August 2023, giving it until 31 August 2023 to submit a response, if it wanted to defend the claim.
3. The respondent presented its response late, on 4 September 2023.
4. On 27 September 2023, Legal Officer K Bennet rejected the respondent's response as being submitted late without an application to extend time. The respondent was notified that it would only be entitled to participate in a hearing

to the extent permitted by the Employment Judge who hears the case. The respondent did not apply for a reconsideration of that decision.

5. Neither party joined the hearing today. I considered whether the claim should be dismissed for non-attendance under Rule 47 of the of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 ("**the ET Rules**") but decided against that.
6. Having considered the claim form and in the absence of a valid response, I decided that a determination of the claim can properly be made without a hearing pursuant to Rule 21 of the ET Rules.
7. Accordingly, I have entered a judgment for the claimant.

Employment Judge Klimov

30 October 2023