



EMPLOYMENT TRIBUNALS

Claimant:
Mr M Anam

v

Respondent:
Kitchen Labs Limited

Heard at: London Central (via CVP)

On: 29 February 2024

Before: Employment Judge Fredericks-Bowyer

Appearances

For the claimant: In person

For the respondent: Did not attend

JUDGMENT

Employment Tribunals Rules of Procedure 2013 (“Rules”) – Rule 21

1. The hearing proceeded in the absence of the respondent because the respondent did not attend and had not presented a response within the required time limit. Before proceeding, the Tribunal did call and e-mail the respondent to alert it to the hearing. The Tribunal waited until 10:30am, and then continued to proceed with the hearing as the respondent had been warned it would.
2. The respondent having failed to file a response to the claimant’s claims within the required time limit, the Employment Judge decided that a determination can properly be made on the claim in accordance with rule 21 of the Rules.
3. The respondent made an unauthorised deduction from the claimant’s wages in September 2023 and it is ordered that the respondent pays him £1,442.31, an amount which is subject to payroll deductions.
4. The respondent owes the claimant expenses following the end of his employment and it is ordered the respondent pays him the sum of £6,629.26 in recompense.
5. The total net payment that the respondent must pay the claimant is **£7,621.62.**

Case Number: 2216794/2023

Employment Judge Fredericks-Bowyer

29 February 2024

Sent to the parties on:

12 March 2024

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For the Tribunal Office: