



EMPLOYMENT TRIBUNALS

London South Employment Tribunal 21st March 2024 (papers)

Claimant: Richard Northridge

Respondent: Team Hard Racing Ltd

JUDGMENT

The Employment Tribunal Rules of Procedure 2013 - Rule 21

1. This claim was issued in the London South Employment Tribunals on 4 December 2023. The Respondent has failed to provide a valid response to the claim on time. I have decided that a determination can properly be made of the claim in accordance with Rule 21 of the Employment Tribunals Rules of Procedure 2013 (as amended).
2. **IT IS DECLARED** that the Respondent has made an unlawful deduction from the wages properly due to the Claimant and must pay the Claimant £3,598.00 gross. This is calculated as follows:
 - a. Wages due for August 2023: 5 weeks x £200 = £1,000.00 gross
 - b. Wages due for September 2023: 4 weeks x £200 = £800.00 gross
 - c. Wages due for October 2023: 4 weeks plus 1 day x 200 = £866.00 gross
 - d. Wages due for November 2023: £932.00 gross
3. The Claimant also sought payment of £70.00 in relation to travelling expenses. These are not wages and so are not available from this Tribunal.
4. The Claimant was also dismissed in breach of contract in respect of being given, or paid for, notice. The Respondent must pay damages to the Claimant of £800.00 gross.
5. The Respondent must pay, forthwith, the total of **£4,398.00** to the Claimant.
6. The Claimant must account to HMRC for any sums owed in tax, National Insurance, or other statutory deductions in respect of payment received pursuant to this judgment.
7. The hearing listed for **16 April 2024** is cancelled.

Judge M Aspinall
Thursday, 21st March 2024