



EMPLOYMENT TRIBUNALS

Claimant: Mr Hector Luis Cruz Gonzalez

Respondent: Conigital LTD

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Midlands West Employment Tribunals on 13 January 2024. The Respondent has failed to present a valid response on time and further confirmed that it does not contest the claim. 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 complaint of (constructive) unfair dismissal is well-founded. The Respondent must pay the Claimant:

- a. a basic award of £1,286 gross
- b. a compensatory award of £7,276.92

3. The Respondent has made unauthorised deductions from the claimant's wages and must pay the Claimant the following amounts in respect of the period between August 2023 and January 2024:

- c. £8,811.24 net unpaid wages;
- d. £1,122.43 unpaid pension contributions

The Respondent must pay the Claimant **£18,496.59** in total.

Employment Judge Bennett

Date: 12 June 2024