



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Harding

**Respondent:** Instant Business Communications Ltd

## JUDGMENT

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

1. The claim was issued in the Leeds Employment Tribunals on 29 February 2024. 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, in accordance with rule 21 of the Rules of Procedure.
2. The Tribunal has no jurisdiction to deal with a complaint for unpaid wages where the date of payment of the wages in question took place more than two years before the claim was presented: Employment Rights Act 1996 s 23(4A). The claim for wages that should have been paid before 28 February 2022 is therefore dismissed.
3. The respondent has made a series of unauthorised deductions from the claimant's wages since 28 February 2022 and must pay the claimant the following sums:

a. Wages payable in March 2022:	<b>£90.82.</b>
b. Wages payable in tax year 2022 to 2023:	<b>£999.19</b>
c. Wages payable from April 2023 to 29 February 2024: (29 February 2024 is date of presentation of claim)	<b>£6041.61</b>
4. The claimant cannot claim for wages payable after his claim was presented without amending his claim form to add such a complaint.
5. The respondent has failed to pay the claimant's holiday entitlement for 2024 and must pay the claimant **£443.14**.
6. The hearing listed on **24 July 2024** is cancelled.

**Employment Judge Davies**

**Date: 28<sup>th</sup> June 2024**

JUDGMENT SENT TO THE PARTIES ON

**Date: 4<sup>th</sup> July 2024**

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AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL OFFICE