



EMPLOYMENT TRIBUNALS

Claimant: Szebastian Arvaji

Respondent: Borne Digital Limited

JUDGMENT UNDER RULE 21

1. The Respondent has failed to file an ET3 within the deadline and has not submitted an application for an extension of time to file the same.
2. Having considered the ET1 and documents provided by the Claimant, Employment Judge Brown has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, is as set out below.
3. The Claimant's monthly pay was £3,750.00. The Respondent has unlawfully failed to pay wages for 1 January – 26 February 2024 in the sum of £7,125.00.
4. The Respondent has unlawfully failed to pay 2 months notice pay in the sum of £7,500.00.
5. The Respondent has unlawfully failed to pay 5 days holiday pay (accrued but not taken) in the sum of £865.38.
6. Accordingly, the Respondent is ordered to pay the Claimant **£15,490.38** and to account to HMRC for any tax and NI due on this sum.

Employment Judge Brown

Date: **18 July 2024**

Sent to the parties on:

24 July 2024

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For the Tribunal:

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