



EMPLOYMENT TRIBUNALS

Claimant: Rozhan Didar

Respondent: BB Staffing Limited t/a Business Benchmark Staffing

JUDGMENT UNDER RULE 21

1. The Respondent has failed to file an ET3 within the deadline and has not requested an extension of time to file the same.
2. Having considered the ET1 and documents provided by the Claimant, Employment Judge Klimov has decided that a determination of the claim can properly be made without a hearing.
3. The Judgment of the Tribunal, made under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, is as follows.
4. On 2 April 2024, the Claimant entered into a contract of employment with the Respondent. Pursuant to the terms of the contract, the Respondent agreed to pay the Claimant a gross annual salary of £30,000, payable on a monthly basis. The Respondent also agreed to reimburse the claimant for any work-related expenses.
5. The Claimant worked for the Respondent from 11 March 2024 – 22 April 2024. The Respondent has made an unauthorised deduction from the Claimant's wages by failing to pay the claimant his wages for that period, totalling £3,461.54 gross (6 weeks @ £576.92 p/w).
6. In performing his duties for the Respondent, the Claimant has incurred work-related expenses, totalling £413.44. In breach of contract the Respondent has failed to reimburse the Claimant for the incurred expenses.

7. Accordingly, the Claimant's complaints of unauthorised deduction from wages and breach of contract are well-founded.
8. Respondent is ordered to pay the Claimant:
 - a. **£3,461.54** (gross) with respect to the wages deducted, and
 - b. **£413.44** as damages for breach of contract with respect to the expenses.
9. The Claimant will be responsible for any tax and National Insurance due on these sums.
10. The final hearing on 6 December 2024 is vacated.

Employment Judge Klimov

Date: 29 November 2024

Sent to the parties on:

11 December 2024

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For the Tribunal:

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