



EMPLOYMENT TRIBUNALS

Claimant: Miss Sharmin Hussain
Respondent: Umair Shafiq
Heard at: London East Employment Tribunal (by CVP)
On: 04 June 2025
Before: Employment Judge B Beyzade

Representation

For the Claimant: In person
For the Respondent: Not present and not represented

JUDGMENT OF THE EMPLOYMENT TRIBUNAL **The Employment Tribunal Procedure Rules 2024 – Rule 22**

The judgment of the tribunal is that:

- 1.1 The respondent being neither present nor represented during the Final Hearing listed at 10.00am on 04 June 2025 at the East London Hearing Centre by way of a Cloud Video Platform hearing and at a point in excess of 75 minutes after the time set for the Final Hearing, and the respondent having failed to communicate with the Tribunal in relation to their non-attendance at the Final Hearing; on the respondent's non-attendance; on the respondent having failed to attend the hearing or respond to the Clerk to the Tribunal's email sent on 04 June 2025 at 10.40am; and on the Tribunal's own initiative, and having considered the content of the Tribunal file, the Tribunal determined to proceed with the Hearing in the absence of the respondent in terms of Rule of Procedure 47 of The Employment Tribunal Procedure Rules 2024.
- 1.2 No response has been presented to this claim and the Employment Judge has decided to issue the following Judgment on the available material under Rule 22 of The Employment Tribunal Procedure Rules 2024:
 - 1.2.1 the respondent shall pay to the claimant wages arrears for the months of September and October 2024 in respect of the claimant's complaint of unauthorised deductions from wages of 101 hours x £11.80 gross hourly rate being £1191.80 gross [ONE

THOUSAND ONE HUNDRED AND NINETY ONE POUNDS AND EIGHTY PENCE] subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment; and

- 1.2.2 the respondent shall pay to the claimant in respect of the claimant's complaint of unfair dismissal (constructive) the amount of £7742.13 [SEVEN THOUSAND SEVEN HUNDRED AND FORTY TWO POUNDS AND THIRTEEN PENCE] (comprising £266.97 basic award and £7475.16 compensatory award [past loss of earnings from 01 November 2024 to 04 June 2025 £5606.37, future loss of earnings from 05 June 2025 to 31 July 2025 £1423.84 and loss of statutory rights £444.95). The claimant has not claimed any relevant state benefits and so no recoupment will occur under the Employment Protection (Recoupment of Benefits) Regulations 1996.

Employment Judge B Beyzade

Dated: 04 June 2025

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>