



EMPLOYMENT TRIBUNALS

Claimant: Kamyar Delkhosh Navaz

Respondent: Formax Credit (UK) Limited

JUDGMENT MADE UNDER RULE 22

1. The claims were presented in the London Central Employment Tribunal on 27 April 2025. 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, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The claimant's employment commenced on 1 August 2022 and terminated by reason of redundancy on 21 March 2025.
3. The respondent made unauthorised deductions from the claimant's wages in that it failed to pay him his February and March 2025 salary. This came to £10,010.00 gross.
4. The Respondent unlawfully failed to pay 10.5 days holiday pay (accrued but not taken) in the sum of £2,866.50 gross.
5. The claimant was dismissed in breach of contract in respect of his entitlement to 3 months' notice and the respondent must pay damages to the claimant of £17,715.00 (gross).
6. The Respondent failed to pay statutory redundancy pay in the sum of £1,436.00 gross.
7. The respondent must pay the claimant **£32,027.50** in total. The claimant must account to HMRC for any tax or national insurance contributions due.
8. The hearing on **21 October 2025** is cancelled.

Approved by:

Employment Judge E Burns

21 September 2025

JUDGMENT SENT TO THE PARTIES ON

30 September 2025

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FOR THE TRIBUNAL OFFICE