



EMPLOYMENT TRIBUNALS

Claimant: **Muhammadniyor Qahhorov**

Respondent: **Z YAREMCHA BUILDERS LTD**

JUDGMENT

1. The claim was presented in the Central London Employment Tribunal on 15 July 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 respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £1,190 gross. However, to the extent that some of the amount due is properly accounted for and has been paid to HMRC, for example, under the Construction Industry Scheme, a payment of the net amount due to the claimant will be a valid discharge of the amount owed under this Judgment to the extent that the amount that has been properly accounted for and it has been paid to HMRC, and that both are documented. It is for both parties to ensure that the tax position is properly accounted for.
3. The hearing listed on 29 January 2026 is cancelled.

Approved by:

Employment Judge B Smith

25 November 2025

JUDGMENT SENT TO THE PARTIES ON
3 December 2025

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FOR THE TRIBUNAL OFFICE