



EMPLOYMENT TRIBUNALS

Claimant: Mr Simeonn Hepburn
Respondent: Beyond Migration Limited (in liquidation)
Heard at: East London Hearing Centre (Cloud Video Platform)
On: 6 November 2025
Before: Employment Judge A Rao

Representation

For the claimant: In person
For the respondent: Did not attend and was not represented

JUDGMENT

Non-attendance of respondent

1. The respondent was notified of this claim and listing of a final hearing by way of a letter dated 10 June 2025 addressed to its registered office. It did not file a response.
2. Companies House records show that the respondent entered into creditors' voluntary liquidation on 7 August 2025.
3. On 7 October 2025 the Tribunal wrote to the insolvency practitioner listed on Companies House notifying it of the claim and the listing of this final hearing. No response was received.

4. The respondent failed to attend or be represented at the final hearing. In accordance with Rule 47 of the Employment Tribunal Procedure Rules 2024 the hearing proceeded in the absence of the respondent.

Wages

5. The complaint of unauthorised deductions from wages brought under section 23 of the Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction of **£3,771.51** from the claimant's gross wages in the period 24 March 2025 to 17 April 2025 inclusive.
6. Pursuant to section 24(2) of the Employment Rights Act 1996 the respondent shall also pay the claimant the sum of **£500** to compensate the claimant for financial losses attributable to the unauthorised deduction.

Summary

7. The respondent shall therefore pay the claimant the sum of **£4,271.51**.
8. The respondent is ordered to pay the sum of **£4,271.51** calculated as follows (wages subject to tax and national insurance):

<i>Wages not paid March-April 2025</i>	<i>£3,771.51</i>
<i>Compensation for financial loss</i>	<i>£500.00</i>
Judgment sums due	£4,271.51

Approved by
Employment Judge A Rao
Date: 6 November 2025

Note

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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>