



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. U Kienecker

**Respondent:** Headquarters Hair Transplants

## JUDGMENT

1. The claim was presented in the Wales Employment Tribunal on 24 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 respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £10,000 gross.
3. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £2361.83 gross.
4. The respondent must pay the claimant **£12361.83** in total.
5. The claimant is responsible for any tax or employee national insurance contributions that may be due.

Approved by:

**Employment Judge T.V Ryan**

25 November 2025

JUDGMENT SENT TO THE PARTIES ON

05 December 2025

Katie Dickson  
FOR THE TRIBUNAL OFFICE