



EMPLOYMENT TRIBUNALS

Claimant: Isha Patel

Respondent: Elemental group Limited

JUDGMENT

1. The claim was presented in the Southwest Employment Tribunal on **11th March 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 **£192.00** gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£120.00** gross.
4. The respondent must pay the claimant **£312.00** gross in total. This sum must be paid within 14 days of this judgment being sent to the parties.
5. The claimant is responsible for any tax payable.

Approved by:
Employment Judge Volkmer
10 November 2025

JUDGMENT SENT TO THE PARTIES ON
8 December 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE