



# EMPLOYMENT TRIBUNALS

**Claimant:** Matthew Billings

**Respondent:** Republique Ltd

## JUDGMENT

1. The claim was presented in the South-West Employment Tribunal on **5<sup>th</sup> August 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 **£4294.74** gross.
3. The respondent must pay the claimant **£4294.74** in total.

Approved by:

**Employment Judge Bax**  
**20 January 2026**

JUDGMENT SENT TO THE PARTIES ON  
26 January 2026

FOR THE TRIBUNAL OFFICE