



EMPLOYMENT TRIBUNALS

Claimant: Mrs. N Tesfaye

Respondent: Aaron Michael Jack

JUDGMENT

1. The claim was presented in the Newcastle Employment Tribunal on 21 May 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 complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages. The respondent shall pay the claimant £2,500.00, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The claimant was dismissed in breach of contract in respect of notice, and the respondent must pay damages to the claimant of £517.50 gross.
4. The respondent must pay the claimant **£3,017.00** in total.
5. The complaint of unfair dismissal is struck out because the claimant was employed by the respondent for less than two years and is therefore not entitled to bring that complaint by virtue of Section 108 of the Employment Rights Act 1996.

Approved by:

Employment Judge Bright

20 January 2026