



# EMPLOYMENT TRIBUNALS

**Claimant:** Andres Rodriguez Varela

**Respondents:** 1. Astradent Limited (in Administration)  
2. Secretary of State for Business and Trade

**Heard by:** Cloud Video Platform

**On:** 27 February 2026

**Before:** Employment Judge Winfield

## Representation

Claimant: In person

Respondents: Did not attend.

# JUDGMENT

It is declared that the Claimant was employed by the First Respondent under a contract of employment between 21 June 2023 and 19 February 2024 and that the Tribunal has the jurisdiction to hear these claims.

It is the Judgment of the Tribunal that the Claimant's claims for unauthorised deductions from wages are well-founded and succeed.

The First Respondent is Ordered to pay the following sums to the claimant and a declaration of unauthorised deduction from wages is made: **£28,179.89** gross.

The Claimant is to account to HMRC for any deductions due on this sum due to national insurance and tax.

**Case No: 6001476/2024**

**Approved by**

**Employment Judge Winfield  
27 February 2026**

Judgment sent to the parties on  
9 March 2026

Jade Lobb  
For the Tribunal

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**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/>