



# EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr L Peel**

v

**Aspen Wolf (UK) Limited**

**Heard: BY CVP      On:            1 April 2026**  
**Before:                                  Employment Judge JM Wade**  
**Representation:**  
**Claimant:                              in person**  
**Respondent:                          no attendance**

Introduction and reasons: The claimant presented a claim of unlawful deduction from wages on 30 July 2025, relating to agency work on 14 and 15 May 2025. The respondent emailed a response form by the response date but it was not validly presented (or the respondent did not provide sufficient information for it to be accepted as validly presented). It must therefore be rejected. The assertion of an employer's contract claim must also be rejected because the Tribunal does not have jurisdiction – the claimant has not presented a breach of contract claim but an unlawful deductions from wages claim.

The respondent applied yesterday for a postponement which I refused (made with less than 24 hours' notice and without evidence of the nature of unavailability). I heard the claimant today to explain to him the circumstances above and to ask for his pay rate which he said was around £13 per hour. The unpaid pay claimed was six hours (the difference between working for three hours on 14 May and working 9 hours on 14 May). In the circumstances there was sufficient information for me to give judgment. In doing so I note the respondent's correct identification as a limited company on its email correspondence, and accordingly it is in the interests of justice that the missing "(UK)" Ltd" be added to its title.

## ORDERS

- 1        The respondent's name is amended as it appears above.
- 2        The response form (grounds of resistance and employer's contract claim) are rejected.

# JUDGMENT

The claimant's unlawful deductions from wages complaint succeeds and the respondent shall pay to him the gross sum of **£78**.

The recoupment regulations do not apply.

**Employment Judge JM Wade**

1 April 2026

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 is likely to be payable in most but not all circumstances. 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/>