



EMPLOYMENT TRIBUNALS

Claimant: Joe Best

Respondent: Kosy Living Limited

JUDGMENT

1. The claim was presented in the London South Employment Tribunal on 10 April 2026. 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 Employment Tribunal Procedure Rules 2024.
2. The Respondent has made unauthorised deductions from the Claimant's wages from 01 April to 30 November 2025 of £24,000 and in respect of a bonus of £20,000 and must pay the Claimant £44,000 gross.
3. As a consequence of the unauthorised deductions, the Claimant incurred overdraft fees and bank charges totaling £413.16 during the period June 2025 to June 2026. The Tribunal is satisfied that this sum is properly recoverable pursuant to section 24(2) of the Employments Rights Act 1996 as arising from the Respondent's failure to pay wages due.
4. The Claimant was dismissed in breach of contract in respect of notice, and the Respondent must pay damages to the Claimant of £923.07 gross.
5. The Respondent must pay the claimant **£45,336.23 gross** in total.
6. The Claimant must account to HMRC for any sums owed by him in respect of any payment received by him pursuant to this judgment.

Approved by:
Employment Judge Ramsden
Date: 02 July 2026

JUDGMENT SENT TO THE PARTIES ON
6 July 2026

FOR THE TRIBUNAL OFFICE

P Wing