



EMPLOYMENT TRIBUNALS

Claimant
Ms Z Mezoh

Respondent
Breeze Support Solutions Ltd

JUDGMENT

EMPLOYMENT TRIBUNALS RULES OF PROCEDURE RULE 22

The Respondent did not present an ET3 response within the time limit. It presented an ET3 response outside the time limit, which was rejected because it was not accompanied by an application for an extension of time. No further response or application has been made. I am satisfied that a determination can be properly made on the material available to me. I make the following determination:

1. The Claimant's complaints of unauthorised deduction from wages (underpaid wages and deduction for sponsorship costs), breach of contract (travel expenses) and failure to pay for holiday that had accrued but was untaken when her employment ended are all well-founded and succeed. The Claimant's gross weekly wage was £500 and her net weekly wage was £421.28.
2. The Respondent shall pay the Claimant the following sums:
 - 2.1 Underpaid wages for the period 24 June 2025 to 29 September 2025, the net sum of: **£3,822.61**.

The Respondent must pay any tax and National Insurance due in respect of these wages.
 - 2.2 Unauthorised deduction with respect to Certificate of Sponsorship and related costs: **£889**
 - 2.3 Unpaid mileage: **£52.62**.
 - 3.6 Pay for holiday accrued but not taken when employment ended, the gross sum of: **£755**.

The Claimant must pay any tax and National Insurance due in respect of this holiday pay.
3. The claim form does not include a claim for notice pay.
4. When these proceedings were begun, the Respondent was in breach of its obligation to provide the Claimant with a written statement of employment particulars. On the information available to me there are no exceptional circumstances that make it unjust or inequitable to award two weeks' pay. It is not just and equitable to award four weeks' pay. The Respondent must therefore pay the Claimant: **£1,000**.
5. The total sum payable to the Claimant is **£6,519.23**.

**Regional Employment Judge Davies
11 August 2026**

Notes

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.