



EMPLOYMENT TRIBUNALS

Claimant: Mr K Madej

Respondent: 1. SOVEREIGN RECOVERY (UK) LIMITED
2. SOVEREIGN RECOVERY SPECIALISTS LIMITED

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the South East Employment Tribunals on 22 March 2022. The respondents have 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 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£5,044.00** gross.
3. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£4,032.00**.
4. The respondent must pay the claimant **£9,076** in total.
5. The claim of failing to provide itemized pay statements succeeds.
6. There will be a remedy hearing to consider:
 - Whether or not the respondent owes the claimant £1,500 in respect of a retained deposit addition to unpaid wages.
 - Whether any sum should be ordered to be paid by the respondent under s 12(4) of the Employment Rights Act 1996.
 - The appropriate remedy for the claim of failure to enroll the claimant in a pension scheme.

Employment Judge George
Date: 21 November 2022

JUDGMENT SENT TO THE PARTIES ON
4 December 2022
AND ENTERED IN THE REGISTER
FOR THE TRIBUNAL OFFICE: GDJ