



EMPLOYMENT TRIBUNALS

Claimant: Ms K Szubryt

Respondents: (1) Nastassia Maritzova
(2) Footnote Limited

Heard at: East London Hearing Centre (in public; by CVP)

On: 13 March 2023

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: represented herself

For the respondents: did not attend

JUDGMENT

1. The hearing proceeded in the respondents' absence pursuant to rule 47 of the Employment Tribunal Rules of Procedure 2013. On 29 December 2022 the notice of the hearing and log-in details were sent to the respondents' solicitors. On 2 February 2023 the Tribunal sent the respondents' solicitors an email asking for confirmation that they would be ready for today's hearing. After this, on 6 February 2023, the respondents' solicitors wrote to the Tribunal to say that they were coming off the record. They provided contact details for the respondents. On 13 March 2023, the Tribunal made enquiries of the respondents using the email address and telephone number provided by the respondents' former solicitors. The Tribunal left a voicemail message but did not receive a response. The email address did not work.
2. The second respondent was added as a party to the proceedings in accordance with rule 34 of the Employment Tribunal Rules of Procedure 2013 on the basis of the contents of the Grounds of Resistance.
3. The claim for unauthorised deductions from wages is well founded. The respondents admit that they did not pay the claimant one month's wages. The respondent sought to rely on the employee handbook to make deductions from the claimant's wages, but the claimant was not provided with the employee handbook, as required by section 13(1) Employment Rights Act 1996.

4. The amount payable by the respondents to the claimant is £2416.66 gross. This is calculated using an annual salary of £29,000 gross, as evidenced by the claimant at the hearing.

Employment Judge Gordon Walker
Dated: 13 March 2023