



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Dixon

**Respondent:** 1. Incept Solutions Ltd  
2. Aviate By Incept Ltd  
3. Thomas Whiting

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the South West Employment Tribunals on 8 February 2023. 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 First Respondent, Incept Solutions Ltd, has made unauthorised deductions from the claimant's wages and must pay the claimant **£2,962.22** gross.
3. The First Respondent, Incept Solutions Ltd, has failed to pay the claimant's holiday entitlement and must pay the claimant **£307**.
4. The First Respondent, Incept Solutions Ltd must pay the claimant **£3,269.22** in total.
5. The Second Respondent, Aviate by Incept, has made unauthorised deductions from the claimant's wages and must pay the claimant **£4,038.48** gross.
6. The Second Respondent, Aviate by Incept, has failed to pay the claimant's holiday entitlement and must pay the claimant **£288.46**.
7. The Second Respondent, Aviate by Incept must pay the claimant **£4,326.94** in total.
8. The claims against the Third Respondent, Thomas Whiting, are dismissed on withdrawal by the Claimant.

Employment Judge Self  
Date: 5 July 2023

Judgment sent to the Parties: 19 July 2023

FOR THE TRIBUNAL OFFICE