



EMPLOYMENT TRIBUNALS

Claimant: Mr B Wilder

Respondent: ShowX Ltd

Heard at: London Central Employment
Tribunal (by CVP)

On: 21 May 2024

Before: Employment Judge Anthony

REPRESENTATION:

Claimant: In person

Respondent: In person

JUDGMENT

Upon hearing from Mr B Wilder who represented himself and Mr W Knight who appeared in person on behalf of ShowX Ltd, I find from Mr Knight's correspondence with the Tribunal and his oral submissions that the respondent has not filed a response to the claimant's claim (ET3). Mr Knight does not contest the claimant's claim and the sums set out in the Schedule of Loss. It is agreed that the Tribunal will enter judgment for the claimant in the sum of **£34,692.17**.

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded.
2. The respondent shall pay the claimant **£20,613.92**, which is the net sum deducted.

Pension Contributions

- 3. The complaint of breach of contract in relation to employer pension contributions is well-founded.
- 4. The respondent shall pay the claimant **£2,311.47** as damages for breach of contract. This figure has been calculated by the claimant in reliance on the calculation provided by the respondent in an email dated 28 July 2023.

Holiday Pay

- 5. The claimant’s claim for accrued annual leave pay on termination of employment is well-founded.
- 6. The respondent shall pay the claimant **£614.88** as damages for breach of contract. This is the net value to the claimant of the amount due.

Unfair Dismissal

- 7. The complaint of unfair dismissal is well-founded.
- 8. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£1,929.00**.
 - (b) A compensatory award of **£9,222.90**.

Note that these are the actual sums payable to the claimant after any deductions or uplifts have been applied.

**Employment Judge Anthony
21 May 2024**

Judgment sent to the parties on:

3 July 2024

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For the Tribunal:
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Note
Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.