



EMPLOYMENT TRIBUNALS

Claimant: Rhian Giles

Respondents: ISMMART Group of Companies Private Ltd

JUDGMENT UNDER RULE 21

1. The Respondents have failed to file an ET3 in this case.
2. The correct name of the Respondent is ISMMART Group of Companies Private Ltd.
3. Having considered the ET1 and documents provided by the Claimant, Employment Judge Spencer has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, is as set out below.
4. The Claimant's gross monthly salary was £5833.33. The Respondent has unlawfully failed to pay wages from 25 December- 15 January 2024 in the sum of £4,038.46.
5. The Respondent has failed to pay 1 month's notice in the sum of £5,833.33.
6. The Respondent has unlawfully failed to pay pension contributions in the sum of £2513.90.
7. The Respondent has failed to pay 4 days holiday pay in the sum of £767.12 (used daily rate of £191.78 = £70,000/365).
8. Accordingly, the Respondent is ordered to pay the Claimant **£13,152.81** and to account to HMRC for any tax and NI due on this sum.

Employment Judge Spencer

Date: **16 July 2024**

Sent to the parties on:

19 July 2024

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For the Tribunal:

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