



EMPLOYMENT TRIBUNALS

Claimant: Ms Helen Brown

Respondent: LawBit Limited

At: Central London Employment Tribunal

Before: Employment Judge Nicolle on 12 September 2024

Representation:

Claimant: in person

Respondent: did not appear

JUDGMENT

1. The Respondent has failed to file an ET3 Grounds of Resistance and nor has it applied for an extension of time.
2. Having considered the ET1, the contractual and other documentation evidencing the Claimant's pay and her giving evidence before him Employment Judge Nicolle has decided that the Claimant is entitled to the following sums.
3. The Respondent has unlawfully failed to pay wages to the Claimant for the period between 1 January 2024 and 15 March 2024 in the gross sum of £13,541.68.
4. The Claimant is entitled to a gross sum of £2,000 respect of her accrued holiday entitlement for her employment between 1 May 2023 and 15 March 2024, on the basis of an annual holiday entitlement of 20 days plus bank holidays, and the Claimant having prorated accrued unused holiday entitlement of 8 days which gives a daily rate at 1/260 per day of £250.
5. The Respondent deducted monthly employer pension contributions of £110.07, which together with employee engine contributions of £36.69, were not allocated to the Respondent's Nest pension scheme for the period from 7 October 2022 until the termination of the Claimant's employment on 15 March 2024. This means that the Claimant is entitled to the gross sum of £6,384.06 in respect of sums deducted from her pay but not assigned to the pension scheme.

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6. The Tribunal orders the Respondent to pay unpaid wages, accrued holiday entitlement and non-allocated pension contributions to the Claimant of £21,925.74 gross.
7. Where payments are made gross the Claimant will be responsible for all applicable tax and employee national insurance contributions.

Employment Judge Nicolle

12 September 2024

Sent to the parties on:

28 October 2024

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For the Tribunal:

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