



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael Lambrianos

Respondent: S10 Holding Limited

Heard at: London Central (by CVP)

On: 21 August 2025

Before: Employment Judge Isaacson

Representation

Claimant: In person

Respondent: Mr M Sultan, Director

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant was an employee or worker of the respondent at the relevant time.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in March for the period of January to 3 March 2025.
3. The respondent shall pay the claimant **£672.10**, which is the gross sum deducted for January 2025 and **£176.92** for March 2025. The claimant is responsible for the payment of any tax or National Insurance.
4. The respondent shall also pay to the claimant **£50.20** and **£58.19** for gross commission payments owed and not paid during his employment. The claimant is responsible for the payment of any tax or National Insurance.
5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent shall pay the claimant **£769.28** (daily rate £192.32 x 4). The claimant is responsible for paying any tax or National Insurance.
6. The total amount the respondent shall pay to the claimant is **£1726.69**.

Employment Judge Isaacson

21 August 2025

Date: _____

JUDGMENT SENT TO THE PARTIES ON

26 August 2025

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FOR THE TRIBUNAL OFFICE

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 51) 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.