



EMPLOYMENT TRIBUNALS

Claimant: Miss C Stephenson

Respondent: Jobu London Limited (Company number 12052464)

Hearing at London Central (CVP) on 27 August 2025

Before: Employment Judge Henderson

Attendance:

Claimant: In Person

Respondent: Ms R Bastin (Solicitor)

JUDGMENT

1. Judgment is granted against the respondent under Rule 22 (1) (c) of the Employment Tribunal Procedure Rules 2024: the respondent did not present a response within the requisite time and at the Hearing confirmed that no part of the claim was contested.
2. The total monetary payment owed to the claimant by the respondent is £12,794.85 as set out below.

Wages

3. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages for December 2024.
4. The respondent shall pay the claimant £4166.66 which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

5. The complaint of breach of contract in relation to notice pay is well-founded.
6. The respondent shall pay the claimant £4166.66 (being 4 weeks' notice pay) as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

7. 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 five days' holiday accrued but not taken on the date the claimant's employment ended on 22 December 2024.
8. The respondent shall pay the claimant £961.53 The claimant is responsible for paying any tax or National Insurance.

Statutory Redundancy Payment

9. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of £3500, being 5 weeks' pay capped at £700 per week.

Approved by:

Employment Judge Henderson

27 August 2025

JUDGMENT SENT TO THE PARTIES

28 August 2025

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FOR THE TRIBUNAL OFFICE