



# THE EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr J Owen**

**v Tribally Studios Limited**

## REASONS

1. These reasons are provided at the request of the Respondent and apply to the judgment dated 23 July 2025 and sent to the parties on 8 August 2025.
2. The claim made a complaint of unlawful deduction of wages. The total sum claimed was £7,783.49, comprising unpaid salary for 2 months and 10 days, amounting to £7,368.98 and 3 days unpaid holiday pay, amounting to £414.51.
3. The Respondent presented a response in which in answer to the question in section 6 “Do you contest all or part of the claim”, it checked the box “No”.
4. Rule 22(1)(c) of the Employment Tribunal Procedure Rules 2024 states that Rule 22 applies where the respondent has stated that no part of the claim is contested. That is the case in these proceedings.
5. Rule 22(2) provides as follows:  
  
*The Tribunal must decide whether on the available material (which may include any further information which the parties are required by the Tribunal to provide), a determination can properly be made of the claim, or part of it. To the extent that a determination can be made, the Tribunal must issue a judgment accordingly.....*
6. The Claimant had provided details of the sums he was claiming, and the Respondent had indicated that it did not contest any part of the claim. I was therefore able to make a determination of the claim, and so was required by rule 22 to issue a judgment accordingly.

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Employment Judge Glennie

Dated: .....1 September 2025.....

Judgment sent to the parties on:

2 September 2025

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For the Tribunal Office