



EMPLOYMENT TRIBUNALS

Claimant: Mr. A Whybrow

Respondent: Greater Manchester Sports Clubs Limited

JUDGMENT

Employment Tribunal Procedure Rules 2024 – Rule 22

1. The respondent has failed to present a valid response on time and the Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 22 of the Procedure Rules.
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£7,207.08** calculated as follows:
 - a. One month's unpaid wages (December 2024) = £2,333.33
 - b. Agreed commission on C's own sales = £3,045.00
 - c. Agreed commission on sales of C's team = £1,828.75
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£538.46** (1 week's statutory notice). This 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".
4. The respondent has failed to pay the claimant's accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£1,211.54**.
5. Consequently, the respondent must pay the claimant the sum of **£8,957.08** in total.

Approved by Employment Judge KM Ross

16 September 2025

JUDGMENT SENT TO THE PARTIES ON

23 October 2025

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6008888/2025**

Name of case: **Mr A Whybrow** v **Greater Manchester
Sports Clubs Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 23 October 2025

the calculation day in this case is: 24 October 2025

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office