



EMPLOYMENT TRIBUNALS

Claimant: Mr L Thomas

Respondent: Innovate Leisure Ltd

Heard at: London South Employment Tribunal, Croydon (by video)

On: 9 December 2025

Before: Employment Judge Abbott (sitting alone)

Representation

Claimant: representing himself

Respondent: not present (no response presented)

JUDGMENT

1. The complaint of unfair dismissal is dismissed as the Tribunal does not have jurisdiction to hear it.
2. The complaint of protected disclosure (whistleblowing) detriment is not well-founded and is dismissed.
3. The respondent has made unauthorised deductions from the claimant's basic wages (91 weeks of being short paid £100 per week) and must pay the claimant £9,100 gross.
4. In breach of contract, the claimant was not paid sums owed to him in respect of a bonus (£50 for every £1,000 over £5,000 takings in a week during the claimant's employment) and the respondent must pay the claimant the sum of £8,550 gross.
5. The respondent has failed to pay the claimant's statutory holiday entitlement (4 weeks carried over from 2022/23 plus 4.2 weeks (pro rata) for 2023/24 less 1 week taken) and must pay the claimant £3,240.00 gross.
6. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. In respect of this breach of duty, there are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to

four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant £1,800.00 gross.

7. The respondent must pay the claimant **£22,690.00 gross** in total. The sum payable is a gross sum and taxable, so the respondent shall pay this sum to the claimant subject to the deduction of tax at the basic rate and National Insurance.

Approved by:

Employment Judge Abbott

Date: 9 December 2025

**Sent to Parties.
17 December 2025**

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>