



EMPLOYMENT TRIBUNALS

Claimant: Miss Eglantine Boinet
Respondent: PLS vfx Limited

Heard at: London Central (By CVP) **On:** 5 January 2026
Before: Employment Judge A.M.S. Green

REPRESENTATION:

Claimant: In person
Respondent: Not present or represented

JUDGMENT

1. The claim for a statutory redundancy payment is dismissed upon withdrawal.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period from July to October 2024.
3. The respondent shall pay the claimant £17,800, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
4. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
5. The respondent shall pay the claimant the following sums:
 - a. A basic award of £5,250.
 - b. A compensatory award of £38,615 (being the balance payable to the claimant after recoupment i.e. £52,000 less £13,385). In assessing the compensatory award, the Tribunal has excluded any loss already

compensated by the awards for unauthorised deductions from wages and holiday pay, so as to avoid any double recovery.

6. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
- a. The total monetary award (i.e. the compensatory award of £52,000 plus basic award of £5,250) payable to the claimant for unfair dismissal is £57,250.
 - b. The prescribed element is £13,385.
 - c. The period of the prescribed element is from 26 November 2024 to 5 January 2026.
 - d. The difference between (a) and (b) is £43,865. This is the sum payable to the claimant after recoupment.
7. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998. The respondent shall pay the claimant £1,800. The claimant is responsible for paying any tax or National Insurance.

Approved by:

Employment Judge A.M.S. Green

5 January 2026

Judgment sent to the parties on:

12 January 2026

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For the Tribunal:

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