



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew Trotter

Respondent: Peninsula Business Services Limited

Heard at: Bristol **On:** 13 February 2026

Before: Employment Judge Midgley

Representation

Claimant: In person

Respondent: Mr Mahmood (Solicitor)

JUDGMENT

UPON reading the papers

AND UPON hearing argument from the claimant in person and Mr Mahmood for the respondent

FURTHER UPON: the parties agreeing the figure for unpaid annual leave if the claims succeeded.

The Judgment of the Tribunal is:

1. The commission payable to the claimant was intrinsically linked to the performance of his contractual duties and so is to be treated as part of the claimant's 'pay' within the meaning of the Working Time Regulations and section 221(3) of the Employment Rights Act 1996.
2. The claim for unpaid annual leave in relation to the leave years 2022 to 2024 is therefore well founded and succeeds.
3. The respondent is ordered to pay the claimant the agreed sum of £5602.68 gross.

Approved by
Employment Judge Midgley
Date 13 February 2026

JUDGMENT SENT TO THE PARTIES ON
27 February 2026

Note

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.