



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 2 March 2026

Claimant: Ms Leigh Golding

Respondent: Science Card Limited

Before: Employment Judge Eoin Fowell

Representation:

Claimant In Person

Respondent Mr D Baeriswyl, Director

JUDGMENT

1. The claimant brings claims of breach of contract and of unlawful deduction from wages.
2. The breach of contract claim relates to her notice pay, a period of one month, and the wages claim relates to the previous month's pay. The total amount due is therefore two months' wages.
3. Liability is not disputed and judgment is given for the claimant on both claims.
4. The respondent is ordered to pay the claimant her unpaid wages, including notice pay, in the sum of £10,666.66. (No separate sum is ordered for breach of contract.)
5. The award for unlawful deduction from wages falls within the definition of earnings at section 62 of the Income Tax (Earnings and Pensions) Act 2003. Accordingly, the respondent is obliged to treat it as wages and to account to HMRC for any tax and national insurance. The net amount is to be paid directly to the claimant.

6. Credit must be given by the claimant from that net amount as follows:
 - (a) for the sum of £1,328 already paid in relation to a proposed settlement of the claim;
 - (b) for the sum of £750, deducted by agreement between the parties, for the value of IT equipment retained by the claimant.
7. The Tribunal has no jurisdiction to award interest.

Employment Judge Fowell

Date 02 March 2026