



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Andrew Wilkins

**Respondent:** Fresh Relevance Ltd

**Heard at:** Bristol (by CVP)

**On:** 6 March 2026

**Before:** Employment Judge Midgley

## Representation

Claimant: In person

Respondent: Mr S Gilmore (Solicitor)

# JUDGMENT

**UPON** reading the papers

**FURTHER UPON** the parties agreement that the statements of the witnesses could be taken as read

**AND UPON** hearing argument from the claimant in person and Mr Gilmore for the respondent.

## The Judgment of the Tribunal is:

1. The claims of breach of contract and/or unauthorised deduction of wages in respect of unpaid annual leave are well not founded and are dismissed.
2. The respondent did not act in breach of contract and the claimant was therefore paid the sums that were properly payable under the contract in relation to accrued but untaken annual leave.

**Approved by**  
**Employment Judge Midgley**  
**Date 6 March 2025**

JUDGMENT SENT TO THE PARTIES ON  
19 March 2026 By Mr J McCormick

## 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.