



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mrs Kirsty Jackson-Young

Epsilon VSL Limited

Held at: Exeter by CVP Audio

On: 4 March 2026

Before: Employment Judge Smail

Appearances

Claimant: In Person

Respondent: No appearance

Former Director Mrs Ivanna Shevlyakova attended part of the Preliminary Hearing. She agreed to leave the hearing when it was established that she played no role for the Respondent and was not invited by it to attend on its behalf.

Further, it was established from the Respondent's company house entry that it has neither directors nor a company secretary. There is no reason to think it has any assets. There is an active proposal to strike the company off the register of companies.

As it was clear that the claim was not going to be defended, the Employment Judge made enquiries of the Claimant, and was able to arrive at the following: -

JUDGMENT

1. The Claimant does have 2 years' continuity of employment with the Respondent, from 1 January 2023 to 31 December 2024.
2. The Claimant was unfairly dismissed by the Respondent.
3. The Respondent owes the Claimant pay for 20 days accrued but untaken holiday for the 2024 calendar year holiday year.

4. The Respondent owes the Claimant salary for days worked in December 2024.
5. The Respondent owes the Claimant employer and employee pension contributions which were not paid to the pension company.
6. The Respondent must pay the Claimant the following sums of money forthwith:

No.	Head of Loss	Amount £
1	Basic Award for unfair dismissal (2 x 288.46)	576.92
2	Shortfall of wages for December 2024 (gross)	1,171.88
3	Pension contributions not paid over to pension company	2,200.00
4	Holiday pay (20 x 68.18 gross)	1,363.60
	GRAND TOTAL	£5,312.40

Employment Judge Smail
Date: 4 March 2026

Judgment sent to the parties on
23 March 2026

Jade Lobb
For the Tribunal Office