



EMPLOYMENT TRIBUNALS

Claimant: Tobias Davies

Respondent: Wines Premier Cru Ltd

JUDGMENT

1. The claim was presented in the London South Employment Tribunal on 19 October 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,749.68 gross.
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £5,033.00 gross.
4. The claimant was dismissed in breach of contract in respect of notice, and the respondent must pay damages to the claimant of £5,905.33 gross.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £4,200.00 gross plus interest thereon in the sum of £255.87.
6. The respondent unlawfully deducted employee pension contributions over a 22-month period. The respondent must pay £1,823.76 gross.
7. The respondent failed to pay the claimant pension contribution over a 22-month period. The respondent must pay £1,367.97 gross.
8. The respondent failed to provide written statement of employment particulars, under section 38 of the Employment Act and the respondent must pay the claimant £2,952.68 gross (calculated as four weeks' pay at the weekly rate of £738.17).
9. The respondent must pay the claimant **£24,288.29 gross** in total.
10. Insofar as the appropriate deductions are not made by the respondent, the claimant must account to HMRC in respect of payments received pursuant to this judgment.

Approved by:
Employment Judge Abbott

Date: 5 May 2026

JUDGMENT SENT TO THE PARTIES ON
07 May 2026

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FOR THE TRIBUNAL OFFICE