



EMPLOYMENT TRIBUNALS

Claimant: Ms Banbury

Respondent: Readipop

HELD AT: Cambridge/ CVP

ON: 18th to 20th May 2026

BEFORE: Employment Judge Booth

REPRESENTATION:

Claimant: In person

Respondent: Mr M Curtis (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant was a worker of the respondent within the meaning of section 230 of the Employment Rights Act 1996.
2. The claimant's complaint of unpaid holiday pay is well-founded.
3. The respondent shall pay the claimant £4,130.62, which is the gross sum due in connection with unpaid holiday pay, within 14 days of the date on which this judgment is sent to the parties. The claimant is responsible for the payment of any tax or National Insurance.
4. The claimant's complaint of unlawful deduction from wages is not well-founded. In particular:

- a. The Tribunal does not have jurisdiction to hear the claimant's complaint in connection with the payment of class 1 National Insurance contributions.
- b. The Tribunal does not have jurisdiction to hear the claimant's complaint in connection with employers' pension contributions.
- c. The claimant was not an employee of the respondent and therefore was not entitled to be paid the full sick pay benefit available to employees of the respondent; this sum was not properly payable to the claimant and no deduction was made.
- d. Section 27(2)(b) expressly excludes expenses from the definition of wages. The claimant's complaint of unpaid expenses (including mileage, an outstanding payment for posted scanners, a book-keeper fee for self-assessment and interest on an HMRC tax repayment plan) is not well-founded.
- e. The Tribunal found that the claimant submitted an erroneous invoice for 23 days work (plus 6 days overtime) for January 2024 and subsequently corrected the invoice to 22 days work (plus 6 days overtime). The sum of £154.40 claimed in respect of missing invoiced payments relates to the 1 day invoiced in error, it was not properly payable to the claimant and no deduction was made.

Employment Judge Booth
Date 20th May 2026

JUDGMENT AND REASONS SENT TO THE PARTIES ON
.....25 June 2026
.....
FOR THE SECRETARY OF THE TRIBUNALS

Note

Summary reasons for the judgment were given orally at the hearing.

Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.