



EMPLOYMENT TRIBUNALS

Claimant: Alice Pickford

Respondent: James Lovell-Butt

JUDGMENT

1. The claim was presented in the South-East Employment Tribunal on 25/04/2026. 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, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's pension contributions and must pay the claimant £1613.43.
3. The respondent has failed to pay the claimant's commission payment and must pay the claimant £637.68.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £2042.01.
5. The respondent must pay the claimant **£4293.12** in total, subject to any tax deductions.

Approved by:

Shabana Bibi

Legal Officer

26.08.2026

JUDGMENT SENT TO THE PARTIES ON

24 September 2026

FOR THE TRIBUNAL OFFICE

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to Rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.