



## EMPLOYMENT TRIBUNALS

**Claimant**

**Miss Natalie Plummer**

**v**

**Respondent**

1. Future Strategy Ltd
2. Future Strategy Solutions LTD

**Heard at: Southampton Employment Tribunal**

**On: 6 December 2024**

**Before: Employment Judge Rayner**

**Appearances**

**For the Claimant: In person**

**For the Respondent: Mr N Henry, Consultant**

### JUDGMENT

1. The Claimant was employed by the first Respondent, Future Strategy Limited at all material times until her contract ended on 5 January 2024.
2. The Claimant's claim against Future Strategy Solutions LTD, the second Respondent, is not well founded and is dismissed.
3. The Claimant's claim that she suffered an unlawful deduction from her wages in respect of deductions for pension contributions of **£101.56** is well founded and succeeds.
4. The Claimant's claim in respect of an unlawful deduction from wages in respect of Holiday pay for annual leave accrued but untaken on termination of employment is well founded and succeeds.
5. The Claimant's claim for compensation for untaken and accrued Annual leave is well founded and succeeds.

### Remedy

6. The Respondent will pay the Claimant the sum of **£101.56** in respect of the unlawful deduction from wages.



7. The Respondent will pay the Claimant the sum of **£1764.00** in respect of annual leave accrued but not take from 7 November 2022 until 6 November 2023.
8. The Respondent will pay the Claimant the sum of **£339.15** in respect of leave accrued but not taken for the period from 7 November 2023 until 5 January 2024.
9. The Respondent will now pay to the claimant the total sum of **£2204.71.**

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**Employment Judge Rayner**

Dated: 6 December 2024

Sent to the parties on

17 January 2025 By Mr J McCormick

For the Tribunal

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*