



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Kemp  
**Respondent:** First Distribution Limited  
**Heard at:** East London Hearing Centre (in public; by video)  
**On:** 24 April 2023  
**Before:** Employment Judge P Klimov (sitting alone)

**Representation:**

**For the Claimant:** in person  
**For the Respondent:** Mr W Haines, litigation consultant

## JUDGMENT

1. The respondent was in breach of contract by:
  - a. failing to pay to the claimant his salary in the total amount **£184.87**,
  - b. failing to pay to the claimant for accrued but not taken holiday in the total amount **£82.19**,
  - c. failing to make employer's pension contributions in the total amount of **£475.20**,
  - d. failing to reimburse the claimant for his business expenses in the total amount of **£120.86**, and
  - e. failing to pay to the claimant sales commission in the total amount of **£883.23**

and is ordered to pay to the claimant the total sum of **£1,746.35**, being damages for the breach of contract.

**Case Number: 3204236/2022**

**Employment Judge Klimov  
Dated: 24 April 2023**