



EMPLOYMENT TRIBUNALS

Claimant: Ms M Ospina Cadavid

Respondent: Zing Environments Ltd

Heard at: Croydon (By CVP)

On: 29, 30 and 31 January and 1 and 2 February 2024

Before: Employment Judge Leith

Representation

Claimant: Ms A Ospina Cadavid (sister)

Respondent: Mr Cordrey (Counsel)

JUDGMENT

1. The complaints of unfair dismissal, unauthorised deduction from wages and breach of contract all fail and are dismissed.
2. The respondent's claim for breach of contract succeeds.
3. The claimant must pay the respondent the sum of **£12,125.38** as damages for breach of contract.

Employment Judge Leith

Date: **2 February 2024**

JUDGMENT SENT TO THE PARTIES ON

25 March 2024

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FOR THE TRIBUNAL OFFICE

Case No: 2301922/2021 & 2301648/2022

Notes

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

Public access to employment tribunal decisions

Judgments and reasons for the 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>