



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Samantha Kirwan

**Respondent:** Cleantec Services Limited

**Heard at:** Watford Employment Tribunal      **On:** 20-21 June 2024

**Before:** Employment Judge Young

## Representation

Claimant: Ms Rianna Nankya (FRU representative)

Respondent: Ms Ernestina Afriyie (Consultant)

# JUDGMENT

- (1) The Claimant's claim for unfair dismissal is well founded and is successful.
- (2) The Claimant is awarded £5,985 in compensation for unfair dismissal.
- (3) The recoupment regulations apply.

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Employment Judge Young

Dated 21 June 2024

JUDGMENT SENT TO THE PARTIES ON  
20 August 2024

FOR THE TRIBUNAL OFFICE

## 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**

## **Case No: 3310905/2023**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>