



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Karolina Birger

**Respondent:** Sushi Life Whitchurch Ltd

**Heard at:** Cardiff Employment Tribunal (hybrid: in person and video-link)  
**On:** 3 March 2025

**Before:** Employment Judge E Macdonald

## Representation

Claimant: Ms K Birger (litigant in person)

Respondent: Mr D Cebo (sole director)

# JUDGMENT

1. The complaint of ordinary unfair dismissal is dismissed for want of jurisdiction.
2. The complaint of automatically unfair dismissal contrary to s 104 Employment Rights Act 1996 is not well-founded and is dismissed.
3. The Respondent is ordered to pay to the Claimant the sum of £84 (subject to deductions for taxation and national insurance) in respect of holiday pay under Regulation 30 Working Time Regulations 1998.
4. Pursuant to s 38 Employment Act 2002 the amount ordered to be paid under Paragraph 3 above is increased by an amount equal to two weeks' pay: 8 days x 4 days / week x £12 / hour = £672
5. The total amount which the Respondent is ordered to pay to the Claimant is £756.

Employment Judge **E Macdonald**

Date **3 March 2025**

JUDGMENT SENT TO THE PARTIES ON

11 March 2025

Kacey O'Brien  
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**

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.