



EMPLOYMENT TRIBUNALS

Claimant: Miss G Pryke
Respondent: Dentaprice UK plc
Heard at: East London Hearing Centre (by CVP)
On: 12 & 13 June 2025
Before: Employment Judge M Carpenter

Representation

For the claimant: Not represented
For the respondent: Mr Y Petrov

JUDGMENT

The judgment of the Tribunal is as follows:

Holiday pay

1. The complaint in respect of unpaid holiday pay is well-founded.
2. The respondent shall pay the claimant **£74.25**.

Redundancy pay

3. The complaint in respect of unpaid redundancy pay is well-founded.
4. The respondent shall pay the claimant **£1,042.31**.

Unfair dismissal

5. The complaint in respect of unfair dismissal is well-founded. The claimant was unfairly dismissed.
6. No basic award is payable. The respondent shall pay the claimant a compensatory award of **£2,311.85**.

Total amount payable

7. The total amount the respondent shall pay to the claimant is **£3,428.41**.

COSTS

1. Following oral judgment, the respondent made an application for a costs award against the claimant under Rule 73 of the Employment Tribunal Procedure Rules 2024.
2. The respondent requested that the claimant should be ordered to pay £2,500 in respect of the respondent's costs of preparation and attendance at the Tribunal. The grounds for this were that the claimant had rejected a settlement offer in the region of £7,000 prior to the hearing and the respondent argued that the claimant had accordingly acted unreasonably in the bringing of proceedings as per Rule 74(2)(a).
3. The costs application is refused. Costs awards are the exception rather than the rule in the Employment Tribunal, and the Tribunal did not consider that there were grounds for making a cost award in this case.
4. The claimant was a litigant in person, who presented her case clearly, calmly and professionally throughout. The claimant's decision to reject the settlement offer and proceed to a hearing was not demonstrably unreasonable. Although the amount ultimately awarded by the Tribunal was less than the settlement offer this does not indicate that she acted unreasonably. Rather, this is a matter of the normal risks of litigation, that one may receive less than anticipated.

Approved by
Employment Judge M Carpenter
Date: 13 June 2025

Note

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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

