



EMPLOYMENT TRIBUNALS

Claimant: Lauralee Browning

Respondent: Phoenix Staffing Ltd

Heard at: Midlands West

On: 18 June 2025

Before: Employment Judge J Connolly

Representation

Claimants: In person

Respondents: No attendance

JUDGMENT

The Judgment of the Tribunal is as follows:

Holiday Pay

1. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
2. The respondent shall pay the claimant £360.58 in respect of unpaid holiday pay. The claimant is responsible for paying any tax or National Insurance.

Notice Pay

3. The complaint of breach of contract by the respondent in relation to notice pay is well-founded.
4. The respondent shall pay the claimant £1,730.70 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant may have to pay tax on it as Post Employment Notice Pay.

Total

5. The total sum payable to the claimant is £2,091.28

Recoupment

6. The Recoupment Regulations do not apply.

Approved By:

Employment Judge Connolly

On:

18 June 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.