



# EMPLOYMENT TRIBUNALS

## London South Employment Tribunal

13th June 2025 (video)

**Claimant:** Saloni Desai

**Respondent:** Bright Start Day Nursery Ltd

**Before:** Judge M Aspinall (sitting alone as an Employment Judge)

**Appearances:** Miss S Desai, in person  
Mr M Rahman, Solicitor for the Respondent

## JUDGMENT

1. The Claimant's claim for unlawful deduction from wages is dismissed as it is out of time and without merit.
2. The Claimant's claim for unfair dismissal is dismissed as she lacks the requisite qualifying period of service.
3. The Claimant's claim for breach of contract (wrongful dismissal) succeeds. **The Respondent is ordered to pay the Claimant one week's notice pay in the sum of £519.23 gross.** The Claimant will need to account to His Majesty's Revenue and Customs (HMRC) for any tax and National Insurance properly due on that sum once received.
4. The Claimant's claims for additional compensation for financial hardship and emotional distress are dismissed as such remedies are not available in claims for unpaid wages and notice pay.

**APPROVED**  
Judge M Aspinall  
13 June 2025

**Written reasons:** Reasons for the judgment having been given orally at the hearing, full written reasons will not be provided unless a request was made by either party at the hearing, or a written request is received - by the Tribunal - from either party within 14 days of the date on which this written record of the decision is sent/issued.

**Publication and public access to judgments and decisions:** Judgments, decisions and reasons of Employment Tribunals are published in full shortly after the judgment or decision has been sent to the parties in the case. These can be found at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions)

**Recording and transcription:** Where 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, verified or approved by a Judge. More information can be found online in the Joint Presidential Practice Direction on Recording and Transcription of hearings, and in the accompanying guidance. Both can be found at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions)