



EMPLOYMENT TRIBUNALS

Claimant: Miss S Morgan

Respondent: Neo Clean Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Reading; by CVP

On: 9 June 2025

Before: Employment Judge Hindmarch

Appearances

For the Claimant: In person

For the Respondent: Did not attend

JUDGMENT

Unfair Dismissal

1. The complaint of automatic unfair dismissal for making a protected disclosure is well-founded. The Claimant was unfairly dismissed.
2. The Respondent shall pay the Claimant a compensatory sum of £4,649.20.

Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The Respondent shall pay the Claimant £312.60 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the Claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

5. 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 holiday accrued but not taken on the date the Claimant's employment ended.

6. The Respondent shall pay the Claimant £240.96. The Claimant is responsible for any tax and National Insurance.

Approved by:

Employment Judge Hindmarch

Date: 9 June 2025

Sent to the parties on:

14 July 2025

For the Tribunal Office:

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