



EMPLOYMENT TRIBUNALS

Claimant: Miss B Littlewood
Respondent: Nuffield Health
Heard at: Cardiff
On: 23, 24, 25, 26, 30 June 2025 and 1 July 2025
Before: Employment Judge S Moore
Mr C Williams
Mr A Fryer

Representation

Claimant: In person
Respondent: Mr Bownes, Solicitor

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages.
2. 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.
3. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.
4. The complaints of unfair dismissal contrary to s98 and s103A Employment Rights Act are well-founded. The claimant was unfairly dismissed.
5. The complaint of being subjected to detriment for making protected disclosures is well-founded and succeeds.
6. A remedy hearing shall be listed.

Approved by:

Employment Judge S Moore
3 July 2025

JUDGMENT SENT TO THE PARTIES
ON

11 August 2025

Katie Dickson
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. If written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/