



EMPLOYMENT TRIBUNALS

Claimant: Ms C Watson
Respondent: Emtac Limited
Heard at: Norwich by CVP
On: 30 July 2025
Before: Employment Judge M Warren

Representation

Claimant: In person
Respondent: Did not attend

JUDGMENT

Notice Pay

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant **£18,000** 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

Redundancy Payment

3. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment. The Respondent shall pay the claimant **£3,150**.

Holiday Pay

4. The complaint in respect of holiday pay is well-founded. The respondent was in breach of contract in failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.

5. The respondent shall pay the claimant **£3,461.50** as damages for breach of contract. The claimant is responsible for paying any tax or National Insurance.

Wages

6. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period **1 to 31 May 2024**.
7. The respondent shall pay the claimant **£6,000**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Approved by:

Employment Judge M Warren

30 July 2025

JUDGMENT SENT TO THE PARTIES ON
9 September 2025

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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/