



EMPLOYMENT TRIBUNALS

Claimant: Miss L Kibbler

Respondent: Mrs Karen Cooper

Heard at: Birmingham

On: 16th September 2025

Before: Employment Judge Walker

Appearances:

Claimants: In person

Respondent: In person

JUDGMENT

1. The complaint that the respondent was in breach of contract by failing to pay the claimant a redundancy payment is well-founded and succeeds.
2. The complaint of breach of contract in respect of notice pay is well-founded and succeeds.
3. The complaint in respect of holiday pay is well-founded and succeeds. The respondent made an unauthorised deduction from the claimants' wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
4. The tribunal will decide the remedies to which the claimant is entitled at a further hearing.

Approved on: 16th September 2025

Employment Judge Walker

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 51) 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.