



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Harford

**Respondent:** Dendro Limited

**Heard at:** London Central (by CVP)

**On:** 24 October 2025

**Before:** Employment Judge Emery

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant 12 weeks' notice pay totalling **£8,076.96** 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.
3. 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.
4. The respondent shall pay the claimant accrued holiday pay of **£2,692.40**. The claimant is responsible for paying any tax or National Insurance.
5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£16,153.92**.

Approved by:  
**Employment Judge Emery**  
**24 October 2025**

Judgment sent to the parties on:

4 November 2025  
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For the Tribunal:  
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