



EMPLOYMENT TRIBUNALS

Claimant: Miss B Jones-Hares

Respondent: Eastern Eco Ltd

JUDGMENT

1. The claim was presented in the Watford Employment Tribunal on **7 March 2025**. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£31,000** gross (subject to tax & National Insurance).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant the gross sum of **£894.06** (subject to tax & National Insurance).
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant the gross sum of **£4172.28** (subject to tax & National Insurance)..
5. The respondent must pay the claimant the gross sum **£36,066.34** in total (subject to tax & National Insurance).

Approved by:

Employment Judge Alliot

Date: 16 October 2025

JUDGMENT SENT TO THE PARTIES ON
4 December 2025

FOR THE TRIBUNAL OFFICE