



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Baker

**Respondents:** Patrick O'Donnell (1)  
Simon Cox (2)  
Warwick Square Developments Limited (3)

**Heard at:** Croydon (via CVP)      **On:** 8 December 2025

**Before:** Employment Judge Leith

## Representation

Claimant: In person

Respondent: No attendance or representation

# JUDGMENT

1. The Third Respondent made unauthorised deductions from the Claimant's wages in the period from 1 April 2024 to 12 November 2024. The Third Respondent must pay the Claimant the gross sum of £22,200, being the sum deducted. The Claimant is responsible for any income tax and national insurance due on the sum paid.
2. The Third Respondent failed to pay the Claimant in respect of annual leave accrued but untaken on termination. The Third Respondent must pay the Claimant the gross sum of £2,077.50, being the value of the accrued but untaken leave (calculated based on 19 days accrued at the point of termination, less four public holidays taken, leaving 15 days at the Claimant's daily rate of £138.50 per day). The Claimant is responsible for any income tax and national insurance due on the sum paid.
3. The Third Respondent breached the Claimant's contract of employment, and must pay the Claimant the sum of £34.80 as damages for the breach.
4. The claims of unfair dismissal and redundancy payment are dismissed as the Claimant lacked the necessary qualifying service.
5. The claims against the First and Second Respondents are dismissed.

Approved by:  
Employment Judge Leith

Date: 8<sup>th</sup> December 2025

JUDGMENT SENT TO THE PARTIES ON  
11<sup>th</sup> December 2025

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>