



EMPLOYMENT TRIBUNALS

Claimant: Ms Maria Vannicola
Respondent: Tareo UK Ltd
Heard at: London East Hearing Centre (via CVP)
On: 20 and 21 November 2025
Before: Employment Judge Ahmed (sitting alone)

Representation

Claimant: Mr Fred Holker of counsel
Respondent: No appearance or representation

JUDGMENT

1. The Claimant is permitted to amend her claim to plead the complaint of an unlawful deduction of wages as a complaint of breach of contract.
2. The Claimant was an “employee” within the meaning of section 230(1)(a) Employment Rights Act 1996 and section 83 Equality Act 2010.
3. The Claimant had continuous employment from 10 July 2020 to 24 September 2024.
4. The Claimant was dismissed by reason of redundancy.
5. The Claimant was unfairly dismissed.
6. The Respondent is ordered to pay compensation to the Claimant for unfair dismissal of £15,930.22 (comprising a basic award of £2,746.16 and a compensatory award of £13,184.06). The Recoupment Regulations do not apply.
7. The Respondent is ordered to pay to the Claimant £961.15 gross in respect of unpaid holiday pay.

8. The Respondent is ordered to pay to the Claimant £5,700.00 gross in respect of an unlawful deduction of wages (deduction of commission).
9. The Claimant was dismissed in breach of contract by the Respondent failing to provide statutory notice of termination. The Respondent is ordered to pay to the Claimant £2,397.12 net as damages for breach of contract (4 x £599.28).
10. The remaining complaints of breach of contract are all dismissed.
11. The complaints of direct race discrimination and harassment are not well-founded and are both dismissed.

Employment Judge Ahmed
Dated: 21 November 2025

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 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/>