



EMPLOYMENT TRIBUNALS

Claimant: G Dobrovolskyte

Respondent: Palmers Patisserie Manufacturing Ltd

JUDGMENT

1. The claim was presented in the Employment Tribunal on 30th April 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.

Notice Pay

2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The respondent shall pay the claimant **£269.28** (one week's pay) 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.

Holiday Pay

4. 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.
5. The respondent shall pay the claimant **£1,507.97**. (28 days statutory holiday - weekly wage of £269.28 divided by 5 days = £53.86 per day x 28 days for the period 31/8/24 to 30/8/25 entitlement). The claimant is responsible for paying any tax or National Insurance.

Failure to provide a written statement of employment particulars

6. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of

an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1,077.12**.

7. The respondent must pay the claimant **£2,854.37** in total.

8. The hearing listed on **28th January 2026** is cancelled.

Approved by:

Employment Judge Johnson

1 December 2025

JUDGMENT SENT TO THE PARTIES ON

16 January 2026

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6015595/2025**

Name of case: **Miss G Dobrovolskyte** v **Palmers Patisserie Manufacturing Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 16 January 2026

the calculation day in this case is: 17 January 2026

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office