



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Nadajczyk

**Respondent:** CC Salons Ltd

**Heard at:** Newcastle (by CVP)

**On:** 12 December 2025

**Before:** Employment Judge Heather

## REPRESENTATION:

**Claimant:** Ms C Marshall (CAB advisor)

**Respondent:** Ms S English (litigation consultant)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Notice Pay

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant **£2,072** 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

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 **£863.30**. The claimant is responsible for paying any tax or National Insurance.

5. The claimant must give credit for any sums paid by the respondent this week.

### **Detriment for making protected disclosures**

6. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.

### **Automatic Unfair Dismissal**

7. The complaint of automatic unfair dismissal is not well-founded and is dismissed.

**Approved by:  
Employment Judge Heather  
12 December 2025**

#### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

#### **Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) 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.