



EMPLOYMENT TRIBUNALS

Claimant: Miss P Semerdzhieva

Respondent: 3rd Place Limited

Heard at: Manchester

On: 20 and 21 November 2025

Before: Employment Judge Leach

REPRESENTATION:

Claimant: In person

Respondent: Mr Wishart (solicitor)

JUDGMENT

1. The claimant succeeds in her complaints of unfair dismissal and wrongful dismissal.
2. The respondent accepts it owes the claimant £123.40 (gross) for holidays that had accrued and were untaken as at the date of termination of the claimant's employment.
3. The complaints of direct and indirect sex discrimination are dismissed on being withdrawn by the claimant.
4. The complaint of unauthorised deductions from wages for a 3 week period in December 2023/January 2024 fails and is dismissed.
5. The complaint of a failure to provide written reasons fails and is dismissed.

REMEDY

Wrongful Dismissal

The claimant was dismissed on 22 January 2024. The claimant fully mitigated her loss with effect from 18 February 2024. Her complaint of wrongful dismissal is therefore limited to a loss of 4 weeks' pay.

The parties agree that a week's pay (gross) is £131.53.

The claimant is awarded $131.53 \times 4 =$ £512.12

This is a gross amount payable to the claimant. The claimant is responsible for any tax due on this payment.

Unfair Dismissal

The claimant had 10 complete years of service. The parties agree the calculation of a basic award as follows: $10 \times 131.53 =$ £1315.30

The claimant is awarded a compensatory award (in respect of loss of statutory rights) of £500.00

Holiday Pay

The parties agree that the amount owing is £123.40

This is a gross amount payable to the claimant. The claimant is responsible for any tax due on this payment.

Total Payable

The respondent is therefore ORDERED to pay to the claimant: **£2450.82**

Approved by:

Employment Judge Leach

21 November 2025

JUDGMENT SENT TO THE PARTIES ON

30 January 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6004072/2024**

Name of case: **Miss P** v **3rd Place Ltd**
Semerdzhieva

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: 30 January 2026

the calculation day in this case is: 31 January 2026

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

For the Employment Tribunal Office