



EMPLOYMENT TRIBUNALS

Claimant: Mr Wayne Clark

Respondent: N-Virocycle Ltd

Heard at: Watford **On:** 23 and 24 October 2025 & 6 January 2026

Before: Employment Judge Hindmarch

Appearances

For the Claimant: Mr F Clarke – Legal Adviser

For the Respondent: On 23 and 24 October 2025 – Ms S McIntosh – Litigation Consultant and on 6 January 2026 – Ms C Buchanan-Shill – Litigation Consultant

JUDGMENT

1. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.
2. The complaint of constructive unfair dismissal is well-founded. The Claimant was unfairly dismissed and by consent the Respondent shall pay the Claimant the following sums:
 - a. A basic award of £11,550.00.
 - b. A compensatory award of £12,455.36.

Note that these are actual sums payable to the Claimant after any deductions have been applied.

3. The complaint of unauthorised deductions from wage is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages in the period 12-19 July 2024. By consent the Respondent shall pay the Claimant £650.63 which is the net sum. The Respondent is responsible for any tax or National Insurance.

Case Number: 3310748/24

Employment Judge Hindmarch

Approved on: 7 January 2026

Sent to the parties on:
6 February 2026

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For the Tribunal Office:

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