



EMPLOYMENT TRIBUNALS

Claimant: Ms S Ellis
Respondent: Phoenix 55 Ltd
Heard at: Newport by CVP **On:** 18 February 2026
Before: Employment Judge C Sharp
(sitting alone)

Appearances

For the Claimant: In person
For the Respondent: Not in attendance – Rule 47 applied

JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant's claim for unauthorised deduction from wages is well-founded. The Respondent is directed to pay the Claimant the gross sum of £3500;
2. The Claimant's claim of wrongful dismissal/notice pay is well-founded. The Respondent is directed to pay the Claimant the gross sum of £7000;
3. The Claimant's claim of unpaid accrued holiday pay is well founded. The Respondent is directed to pay the Claimant the gross sum of £875;
4. The Claimant's claim of redundancy pay is well founded. The Respondent is directed to pay the Claimant the gross sum of £ 2157.
5. The Claimant is responsible for any tax or statutory deductions that may be due.

Approved by Employment Judge
C Sharp
Dated: 18 February 2026

Sent to the parties on:

12 March 2026

For the Tribunal Office:

Miriam Drake

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/>