



# EMPLOYMENT TRIBUNAL

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**Claimant:** Ms A Fernandes Ngola

**Respondent:** Meraki Aesthetics Ltd

**Heard at** LONDON SOUTH  
By CVP

**On:** 26 March 2026

**Before**  
**Chairman:** EMPLOYMENT JUDGE COX

**Appearances:**

**For the Claimant:** In Person  
**For the Respondent:** Mr Farooq (litigation consultant) and Ms Gonzales

## JUDGMENT

1. The complaint of unauthorised deduction from wages is withdrawn on settlement.
2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The respondent shall pay the claimant £56 as damages for breach of contract. This figure has been calculated using gross pay to reflect the fact that the claimant may have to pay tax on it as Post Employment Notice Pay.

**Approved by:**

Employment Judge N Cox

**Dated:** 26 March 2026

**Note:**

**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.**

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## [RESERVED] [ WRITTEN] REASONS

[Written reasons are provided pursuant to the request by the claimant/respondent [#dated#]

These reasons are the unanimous reasons of the tribunal.

### Claims and Issues

1. The claimant brings the following complaints:
  - 1.1.
  - 1.2. Automatic unfair dismissal because the principal reason for his dismissal was that he had made a protected disclosure (s 103A of the Employment Rights Act 1996 (ERA);
  - 1.3. Unfair dismissal (ERA s 94).
2. The respondent defends the claims. It says
3. The issues were discussed at a case management hearing before # on ###
4. They were further discussed with the parties at the start of the hearing and agreed to be as follows/as set out in the attached appendix:
  - 4.1.
  - 4.2.

### The Hearing

5. The hearing took place over # days. The tribunal deliberated on ### and gave an oral judgment on the fifth day.
6. The issues were discussed and clarified at the outset. We took some time to explain to the claimant how he the issues could be used as a structure for his questioning and submissions to assist the tribunal to understand his case better. We also discussed and agreed that remedy would be considered at the hearing and so should be the subject of questioning during evidence.
7. We had a hearing bundle of # pages.
8. The respondent provided us a written opening statement...###
9. We had witness statements and heard oral evidence from:

9.1. The claimant on his own behalf;

9.2. For the respondent:-

9.2.1. # who was the investigating officer

9.2.2. # who was the disciplinary decision maker

9.2.3. # who was the appeal decision maker

10.[#SUBMISSIONS#] We have taken both parties' submissions fully into account.

### **Findings of Fact**

11. We make the following findings of fact on the balance of probabilities and in light of the totality of the witness evidence we have read and heard and the documents to which we have been referred. We reference only those matters which we have considered necessary for our conclusions.

12.

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### **#head of claim#**

### **Applicable Law**

18. Section # of the Employment Rights Act 1996 (ERA) provides :

19.

20.

21.

22.

23.

24.

25.

26.

27.

**[#head of claim#]: Analysis and conclusions**

28. The claimant submitted that #

29. The respondent submitted that ##

30. We accept that #.

31. Our reasons are ###

32. We reject the C's/R's evidence/submission ##

33. We conclude that ##.

34.

**Time Limits**

35.

36.

37.

38. In the event these claims have been dismissed but we consider that we have jurisdiction to determine them because it is just and equitable and appropriate to extend time to hear these claims.

Approved by Employment Judge N Cox

Date: 10 January 2025

Judgment sent to the parties and entered in  
the Register on:     :     :     .

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for the Tribunal Office

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