



# EMPLOYMENT TRIBUNALS

**Claimant:** Kathryn Robertson

**Respondent:** Adura Marketing Limited

## JUDGMENT

1. The claim was presented in the South East Employment Tribunal on 14 October 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages for 1<sup>st</sup> – 14<sup>th</sup> August and must pay the claimant £1,038.80 (gross).
3. The claimant was dismissed in breach of contract in respect of notice (failure to give 1 months' notice) and the respondent must pay damages to the claimant of £2,250.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant (8.64 days): £897.52.
5. The respondent must pay the claimant **£4,186.32** in total.
6. The unfair dismissal complaint is dismissed because the claimant failed to satisfy section 108 of the Employment Rights Act 1996 (the requirement to have had 2 years continuous employment, or else to demonstrate that a relevant exception applied).

Approved by:

**Employment Judge Quill**

**Date: 3 April 2026**

JUDGMENT SENT TO THE PARTIES ON

7 April 2026

FOR THE TRIBUNAL OFFICE