EMPLOYMENT TRIBUNALS

Claimant: Mrs R Aimen

v

Respondent: Biox Systems Limited

Heard at: London (South) (via CVP)

On: 6 May 2026

Before: Employment Judge Fredericks-Bowyer
Tribunal Member C Lloyd-Jennings
Tribunal Member R Singh

Appearances
For the claimant: Ms RM White (Counsel)
For the respondent: Mr C Mills (Litigation Consultant)

JUDGMENT

1. The respondent is ordered to pay the claimant the following awards in respect of the unfair dismissal claim:-

   1.1. Basic Award - £4,307.70
   1.2. Compensatory award - £613.37

2. The respondent is ordered to pay the claimant the following amount in respect of her notice pay:-

   2.1. £3,835.37

3. Statutory rights - £500.

4. The respondent is ordered to pay the claimant the following amount in respect of her accrued but untaken and unpaid holiday allowance:-

4.1. £710

5. The respondent is ordered to pay the claimant the following amount in respect of its unlawful deductions from her wages:-

   5.1. £5,537.44

6. For failure to provide updated written statement of particulars of employment, it is just and equitable to award the upper amount of 4 weeks' pay, and so the respondent must pay the claimant the sum of £1,723.08.

7. The total to be paid under this judgment is **£17,226.96**.

8. The amounts should be paid in gross and the claimant should account to HMRC for any tax which falls due.

9. Outstanding remedy issues for breach of contract and discrimination will be determined at the next hearing.

Employment Judge Fredericks-Bowyer

Dated: 6 May 2026