



EMPLOYMENT TRIBUNALS

Claimant: Ms Alison Burke

Respondent: Dial Green Estates Management Limited

Heard at: Watford Employment Tribunal **On:** 2 April 2026

Before: Employment Judge Young

Representation

Claimant: Mr James Khalid (Counsel)

Respondent: Mr Alex Lawson (Counsel)

JUDGMENT

1. The claim of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The claim of wrongful dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of wrongful dismissal is therefore dismissed.
3. The claim for unlawful deductions of wages was not presented within the applicable time limit. It was reasonably practicable to do so. The claim for unlawful deductions of wages is therefore dismissed.
4. The claim for holiday pay under the Working Time Regulations 1998 was not presented within the applicable time limit. It was reasonably practicable to do so. The claim for holiday pay is therefore dismissed.
5. The Respondent's application for costs fails.

Approved by:

Employment Judge Young

Dated 2 April 2026

JUDGMENT & REASONS SENT TO THE PARTIES ON

.....8 May 2026.....

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FOR THE TRIBUNAL OFFICE

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.

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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/>