



EMPLOYMENT TRIBUNALS

Claimant: Margaret Smith

Respondent: Lighthouse Pharmacy Limited

Heard at: East London Hearing Centre (by CVP) **On:** 15 May 2026

Before: Employment Judge Oldroyd

Appearances:

For the Claimant: In person

For the Respondent: Mrs Obi Azam

JUDGMENT

1. The Respondent was in breach of contract by dismissing the Claimant without notice. The Respondent is ordered to pay the Claimant damages of £183.04, being the equivalent of one weeks' pay.
2. The Respondent made an unlawful deduction of wages in respect of salary and the Claimant is awarded damages of £91.52.
3. The Respondent made an unlawful deduction of wages in respect of holiday pay and the Claimant is awarded damages of £102.96.
4. The Respondent failed to provide employment particulars to the Claimant who is awarded compensation under Section 38 Employment Rights Act of £183.04, equivalent to two weeks' pay.

Approved by:
Employment Judge Oldroyd
Dated: 15 May 2026

Reasons

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this 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/>