



EMPLOYMENT TRIBUNALS

Claimant

Ms K Kovalsky

v

Respondents

Leo Systems UK Limited

Heard at: Watford, via Cloud Video Platform

On: 29 April 2026

Before: Employment Judge Hyams, sitting alone

Appearances:

For the claimant: In person

For the respondent: Not present or represented

JUDGMENT

1. The claim of an unlawful deduction from wages succeeds. The respondent failed to pay the claimant her entitlement to notice pay, and the respondent must in that regard pay the claimant the sum of £6,928 gross, from which deductions for income tax and national insurance contributions will need to be deducted under the Income Tax (Pay As You Earn) Regulations 2003, SI 2003/2682.
2. The claimant was before her dismissal harassed within the meaning of section 26(1) and (4) of the Equality Act 2010, with the protected characteristic for that purpose being (1) sex and (2) marital status. The respondent must pay the claimant £2,500 by way of compensation for injury to feelings in that regard.
3. The claimant's claim in respect of the failure by the respondent to pay pension contributions is not within the jurisdiction of the tribunal and is for that reason dismissed.

Approved by **Employment Judge Hyams**

Date: 29 April 2026

Case Number: 6018366/2024

Sent to the parties on:

30 May 2026

For Secretary of the Tribunals

Notes

Full reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at that hearing, written reasons will not be provided in this case unless a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided in this case then they will be full written reasons and will accordingly be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/