



EMPLOYMENT TRIBUNALS

Claimant: Ms V Phillips

Respondent: G1 Design Limited

Heard at: Watford (by CVP)

On: 10 June 2026

Before: Employment Judge Murdoch

Representation

Claimant: In person, assisted by Mr Phillips (father)

Respondent: Mr Henry, professional representative

JUDGMENT

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed by the respondent. The respondent is ordered to pay the claimant the following:
 - (a) A basic award¹ in the sum of **£1,500** (gross weekly pay of £500 x 3 multiplier); and
 - (b) A compensatory award in the sum of **£0** (100% Polkey reduction).
2. The complaint of unauthorised deductions from pay, contrary to Part II Employment Rights Act 1996, in respect of six weeks wages from 1 November 2023 to 15 December 2023 is well-founded. The respondent is ordered to pay to the claimant the gross sum of **£3,000** (which is the claimant's weekly gross wage of £500 multiplied by 6 weeks).
3. The complaint of breach of contract in relation to 4 week's contractual notice pay is well-founded. The respondent is ordered to pay to the claimant the gross sum of **£2,000** (which is the claimant's weekly gross wage of £500 multiplied by 4 weeks).
4. The complaint in respect of holiday accrued but unpaid on termination, contrary to the Working Time Regulations 1998, is well-founded. The respondent made an unauthorised deduction from the claimant's pay by failing to pay 13 days of holiday pay and is ordered to pay the claimant the gross sum of **£1,300** (£100 gross day rate multiplied by 13 days).

¹ The basic award is effectively the same as the redundancy award, so I do not need to consider the redundancy award separately.

5. The respondent is therefore ordered to pay the claimant the gross sum of **£7,800.**
6. The recoupment regulations do not apply as the claimant has not received any State benefits.

Approved by:
Employment Judge Murdoch

Date 10 June 2026
JUDGMENT SENT TO THE PARTIES ON

10 June 2026

FOR THE TRIBUNAL OFFICE

Note

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.