



EMPLOYMENT TRIBUNALS

Claimant: Mr. C. Banks

Respondent: National Care Network Franchising Ltd

Heard at: Newcastle upon Tyne in public, by CVP

On: 06 July 2026

Before: Employment Judge T.R. Smith

Appearances

For the claimant: In person

For the respondent: Ms .Hussain (consultant)

Judgement

Notice Pay

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant **£1041.66** as damages for breach of contract.

Holiday Pay

3. The complaint in respect of holiday pay is well-founded. The respondent was in breach of contract in failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.

4. The respondent shall pay the claimant **£913.42** as damages for breach of contract. This is the net value to the claimant of the amount due.

Redundancy Payment

5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£961.56**

Wages

6. The complaint of unauthorised deductions from wages is well-founded.
7. The respondent shall pay the claimant **£2708.33**,

Employment Judge Childe

06 July 2026

Notes

Full oral 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.

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/>