



EMPLOYMENT TRIBUNALS

Claimant: K MOLNAR

Respondent: FODABOX LIMITED

Heard at: Watford Employment Tribunal (by video)

On: 1 and 2 June 2026

Before: Employment Judge Din

Representation

Claimant: Representing herself

Respondent: D King and A Lawson, both of the Respondent

JUDGMENT

Unfair dismissal

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. There is a 75% chance that the Claimant would have been fairly dismissed in any event.
3. The Respondent shall pay the Claimant the following sums:
 - a. A basic award of **£457.20**;
 - b. A compensatory award of **£3,655.03**.
4. Note that these are the actual sums payable to the Claimant after any deductions or uplifts have been applied.

Notice pay

5. The complaint of breach of contract in relation to notice pay is well-founded.
6. The Respondent shall pay the Claimant **£686.40** as damages for breach of contract. This figure has been calculated using gross pay to reflect the

likelihood that the Claimant will have to pay tax on it as Post Employment Notice Pay.

Wages

7. The complaint of breach of contract in relation to wages is well-founded. The Respondent breached the Claimant's contract in this regard from 1 February 2025 to 19 March 2025.
8. The Respondent shall pay the Claimant **£1,784.64**, which the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.

Approved by:

Employment Judge Din

5 June 2026

JUDGMENT SENT TO THE PARTIES
ON 2 July 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any 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/