



EMPLOYMENT TRIBUNALS

Claimant: Ms E Fidelis

Respondent: Community Outreach Limited

Heard Sheffield by video

ON: 10 August 2026.

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Ms F Miller, director.

JUDGMENT

Upon the claim under Part 1 of the Employment Rights Act 1996:

1. Throughout her employment, the respondent failed to give the claimant pay slips by the due date in section 8 (*'the due date'*).
2. The respondent remedied the position after the due date. The Tribunal confirms the particulars which were given.
3. No unnotified deductions were made and accordingly no award is made pursuant to section 11(4).

Upon the claim under Part X of the Employment Rights Act 1996:

4. The respondent dismissed the claimant.
5. The reason for the dismissal was the claimant's assertion of her statutory right pursuant to section 8.
6. Accordingly, the claimant was unfairly dismissed.
7. There is no basic award as the claimant has less than one year's continuity of service.
8. It is not just and equitable for there to be a compensatory award.

Approved by Employment Judge Brain

Date: 10 August 2026.

Note - Reasons for the judgment having been given orally at the hearing, written summary 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 full 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/>