



EMPLOYMENT TRIBUNALS

Claimant: Miss S Butler

Respondent: Zrada Limited

Heard at: Reading **On:** 22 July 2026

Before: Employment Judge Gumbiti-Zimuto

Representation

Claimant: In person

Respondent: No response, not attending and not represented

JUDGMENT

1. The respondent failed to pay the claimant's wages, failed to pay the claimant for annual leave not taken at the end of the employment and owes her money in respect of expenses. The claimant was constructively dismissed, the claimant was wrongful dismissed.

2. The respondent is ordered to pay to the claimant the following:

(1) Salary arrears: £2,763.12

(2) Holiday pay: £1,039.00 (a gross amount)

(3) Notice pay: £1,039.50 (a gross amount)

(4) Expenses: £300.00

Total: £5,141.62

Approved by:
Employment Judge Gumbiti-Zimuto

22 July 2026

JUDGMENT SENT TO THE PARTIES ON
24 August 2026

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FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, summary or full 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 full written reasons are provided they will 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/