



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Bernard

Respondent: 1. Unipools Limited
2. Leo Kevin Mindel

JUDGMENT

Following a case management preliminary hearing at Watford Employment Tribunal by CVP at 2.00 pm on 29 July 2026 before Employment Judge Alliott:

1. The First Respondent has made unauthorised deductions from the claimant's wages and is ordered to pay the claimant the gross sum of £1,072.72 (subject to tax and National Insurance).
2. The claimant was dismissed in breach of contract in respect of notice and the First Respondent is ordered to pay damages to the claimant in the gross sum of £2,970.60 (subject to tax and National Insurance).
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £7,426.50 from the First Respondent.
4. The First Respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £495.10 (subject to tax and National Insurance).
5. The claim against the Second Respondent is dismissed.

FULL REASONS

1. The claimant's contract of employment terminated on 30 March 2025 when the First Respondent ceased trading.
2. Claimant's date of birth: 10 February 1946.
Claimant employed: 26 March 1997.
Claimant's monthly gross salary: £1,072.72
Claimant's weekly gross salary: £247.55

$(£1,072.72 \times 12 \div 52 = £247.55)$

3. Unauthorised deductions of wages: March 2025

£1,072.72

4. Notice pay:

$12 \times £247.55 = £2,970.60$

5. Redundancy payment:

$30 \times £247.55 = £7,426.50$

6. Holiday pay:

$2 \times £247.55 = £495.10$

Approved by:

Employment Judge Alliot

Date: 25 August 2026

JUDGMENT SENT TO THE PARTIES ON
3 September 2026

FOR THE TRIBUNAL OFFICE

Notes

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