



EMPLOYMENT TRIBUNALS

Claimant: Ms Napier

Respondent: EvergreenKent Limited

Heard at: London South by CVP

On: 3 and 4 September 2026

Before: Employment Judge Rice-Birchall

Representation

Claimant: In person

Respondent: Mr Connor, director

JUDGMENT

Holiday pay

1. The complaint in respect of holiday pay is dismissed on withdrawal.

Unfair dismissal for asserting a statutory right

2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed for asserting a statutory right under the Working Time Regulations 1998.
3. The respondent shall pay the claimant the following sums:
 - a. A basic award of £0
 - b. A compensatory award of £0
4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:

Employment Judge Rice-Birchall

4th September 2026

Judgment sent to parties on:

8th September 2026

For the Tribunal Office

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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 claimant(s) and respondent(s).

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/