



EMPLOYMENT TRIBUNALS

Claimant: Miss H Veevers
Respondent: Strength Security Ltd
On: 23 and 24 September 2026
Before: Employment Judge McAvoy Newns
Heard at: Leeds Employment Tribunal (via CVP)

Appearances:

For the Claimant: In person
For the Respondent: Did not attend

JUDGMENT

1. The Claimant has been unfairly dismissed contrary to section 98 of the Employment Rights Act 1996 (the "ERA"). This claim is well-founded and succeeds.
2. The Claimant is not owed any holiday pay. Her claim for unauthorised deductions from wages in this respect is dismissed.
3. The Claimant is not entitled to a basic award having received her statutory redundancy payment.
4. The Claimant is entitled to a compensatory award of **£16,199.05**.
5. The Respondent failed to provide the Claimant with a statement of employment particulars compliant with the ERA. Exceptional circumstances apply. She is entitled to a payment of **£1,707.69**.

6. These are gross sums and the Claimant is responsible for the payment of any income tax and/or national insurance contributions that may be due on them.
7. The Recoupment Provisions apply.

The Prescribed Element is £14,865.79

The Prescribed Period is 5 December 2024 to 24 September 2026

The total award is £17,906.74

The excess of total award over the prescribed element is £3,040.95

Employment Judge McAvoy Newns

25 September 2026