



EMPLOYMENT TRIBUNALS

Claimant: Ms J.G Cecen

Respondent: Meryem's Patiserie

Heard at: Watford Employment Tribunal, Radius House, 51 Clarendon Road,
Watford WD17 1HP **On:** 23 July 2026

Before: Employment Tribunal Daley

Representation

Claimant: Ms. Cecen-In person

Respondent: Ms. Dobrea –owner of Meryem's Patiserie

JUDGMENT

- (i) The claimant's claim for Religious Discrimination and Harassment on the grounds of religion is not well-founded and dismissed.
- (ii) The Tribunal finds that the claimant was an employee of the respondent within the meaning of Section 230 of the Employment Rights Act 1996.
- (iii) The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.
- (iv) The Tribunal finds that the claimant in the total sum of £486.30 for holiday pay.
- (v) The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 28 September 2023 until 30.1.2024 .in the total sum of £271.00 for the shortage of pay during the training period and £95.90 shortfall against minimum wages of £10.42 per hour and £25.00 for underpaid wages.
- (vi) Judgment for the claimant in the total sum of £878.20**

Approved by: Employment Judge Daley

Date 04.09.2026

JUDGMENT SENT TO THE PARTIES ON
28 September 2026

FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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