



EMPLOYMENT TRIBUNALS

Claimant: Miss M Gornicka

Respondent: Mrs M Kleanthous and Mr A Kleanthous, trading as Hermans

Heard at: Watford

On: 7, 8 and 9 September 2026

Before: Employment Judge Dick
Dr B Von Maydell-Koch

Representation

Claimant: In person

Respondent: (Mr Kleanthos) In person

JUDGMENT

1. By consent, the name of the respondent is amended to “Mrs M Kleanthous and Mr A Kleanthous, trading as Hermans”.
2. The claimant’s application to amend the claim to add a complaint of post-employment victimisation is refused.
3. The complaint of automatically unfair dismissal for making a protected disclosure is not well-founded and is dismissed.
4. The complaint of victimisation is not well-founded and is dismissed.
5. The complaint of unauthorised deductions from wages is not well-founded and is dismissed.
6. The complaint of breach of contract is not well-founded and is dismissed.
7. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant’s wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant’s employment ended.
8. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars.

There are no exceptional circumstances that make an award unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay, in accordance with section 38 Employment Act 2002.

9. The respondent shall pay the claimant **£ 1011.20**. The claimant is responsible for paying any tax or National Insurance. The figure is calculated as the sum of:
- 9.1. The accrued holiday pay not paid, £ 38.10.
- 9.2. Four weeks' wages, £ 973.10.

Approved by:

Employment Judge Dick

9 September 2026

JUDGMENT SENT TO THE PARTIES
ON 10 October 2026

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, 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.

Since the reasons given orally were full reasons, full written reasons would be provided upon such a request.

All judgments (apart from judgments under Rule 51) 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 there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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/