EMPLOYMENT TRIBUNALS

Claimant: Rachel Dean

Respondent: Neon Construction NW Ltd

Heard at: Manchester (by CVP) **On:** 15 October 2026

Before: Employment Judge Leach

REPRESENTATION:

Claimant: In person
Respondent: No attendance. Appearance not entered.

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period **1-25 February 2026.** The claimant received no payment for this period other than a payment of £200.

2. The respondent shall pay the claimant **£3520.24** which is the gross sum deducted. This is calculated as salary earned for the period 1-25 February 2026, less £200. The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.

4. The respondent shall pay the claimant **£961.53 x 7 = £6730** as damages for breach of contract. This figure has been calculated using gross pay to reflect

the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

5. 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.

6. The respondent shall pay the claimant **£961.53 gross**. This is calculated as 5 days accrued at a daily rate of £192.30 gross The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment – as per part 9.2

7. The claimant was dismissed for reason of redundancy. The respondent is liable to make a statutory redundancy payment to the claimant. This is calculated as follows 7 x 1.5 x £719 (being the statutory maximum amount of a week's pay) = £7549.50

Conclusion

The respondent is ORDERED to pay to the claimant:-

Unpaid Wages of £3520.24 gross

Unpaid Notice Pay of £6730 gross

Unpaid Holiday Pay of £ 961.53 gross

Statutory Redundancy Payment of £7549.50

Approved by Employment Judge Leach

Dated 15 October 2026

Judgment sent to the parties on:
11 November 2026

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For the Tribunal:

Note
Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions
Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

ARTICLE 12

Case number: **6009301/2026**

Name of case: **Rachel Dean** v **Neon Construction NW Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 11 November 2026

the calculation day in this case is: 12 November 2026

the stipulated rate of interest is: **8% per annum**.

Paul Guilfoyle

For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note: www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

   If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.

3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.

4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.

5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.

6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.

7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.

8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.

9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.