



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss I Sorany

**Respondent:** Kitchen Labs Ltd

**Heard at:** London Central Employment Tribunal (by CVP)  
**On:** 18<sup>th</sup> June 2024

**Before:** Employment Judge Singh  
Ms H Craik  
Mr R Baber

## Representation

Claimant: In-person  
Respondent: No attendance

# JUDGMENT

The unanimous 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.
2. The respondent shall pay the claimant **£1084.11**, which is the gross sum deducted. 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 **£578** 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 **£519**. The claimant is responsible for paying any tax or National Insurance.

### Automatic Unfair Dismissal (s.104A)

- 7. The complaint of unfair dismissal is not well-founded. The claimant was not unfairly dismissed because of a protected disclosure.

### Detriment because of a protected disclosure (s.47B)

- 8. The complaint of detriment because of a protected disclosure is not well-founded and is dismissed.

\_\_\_\_\_  
Employment Judge **Singh**

\_\_\_\_\_18<sup>th</sup> June 2024\_\_\_\_\_  
Date

JUDGMENT SENT TO THE PARTIES ON  
25 June 2024

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FOR THE TRIBUNAL OFFICE

**Note**

*Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within **14 days** of the sending of this written record of the decision.*