



# EMPLOYMENT TRIBUNALS

**Claimant:** Susan Smith  
**Respondent:** May Harris Cleaning Services Ltd

**Heard at:** London South (by Video)      **On:** 28,29,30,31 October 2024  
**Before:** Employment Judge N Wilson

## Appearances

For the claimant: Susan Smith (in person assisted by Ms Hunt lay representative)  
For the respondent: Mr C Harber (Respondent's Managing Director)

## JUDGMENT

1. The complaint of constructive unfair dismissal is not well founded and is dismissed.
2. The complaint of breach of contract in relation to notice pay is not well founded and is dismissed.

### 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Employment Judge N Wilson  
Dated: **19 November 2024**

Sent to the parties on:  
**26 November 2024**

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For the Tribunal Office:

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