



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr M Waheed

v Guarding UK Limited

Heard at: **Birmingham**

On: **28, 29 July 2025**

Before: **Employment Judge Kenward** (sitting alone)

Appearances

For the Claimant: **in person**

For the Respondent **Mr N Brockley** (Counsel)

JUDGMENT ON LIABILITY

1. The Claimant's complaint of unfair dismissal is well-founded and succeeds.
2. The Claimant's complaint that he is entitled to a statutory redundancy payment pursuant to Employment Rights Act 1996 section 163, which the Respondent has failed to pay, is well-founded and succeeds.
3. The Claimant's complaint of unauthorised deductions from wages for the period 1 April 2024 to 19 April 2024, contrary to Employment Rights Act 1996 sections 13 and 23, is well-founded and succeeds.
4. The case will be listed for a further hearing to determine remedy (in the event that the parties are unable to agree any remedy).

Approved by
Employment Judge Kenward

Dated 30 July 2025



Notes

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.

Public access to Employment Tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>