



EMPLOYMENT TRIBUNALS

Claimant: Joshua Tunmore

Respondent: Home Maintenance & Solutions Limited

Heard at: London Central (by CVP)

On: 3 and 4 July 2025

Before: Employment Judge Moyler

REPRESENTATION:

Claimant: in person

Respondent: Mr Mitab Almaajoun

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 100% chance that the claimant would have been fairly dismissed in any event.
3. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£0**.
 - (b) A compensatory award of **£500**.
4. Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

Redundancy Payment

5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£1,400**.

Notice Pay

6. The complaint of breach of contract in relation to notice pay is well-founded.
7. The respondent shall pay the claimant **£1,400** 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.

Wages

8. 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 October 2024 to 28 October 2024, in respect of which the claimant should have been paid £2,520. The respondent was only entitled to deduct £1,930 from these wages in respect of damage to a company vehicle.
9. The respondent shall pay the claimant **£590**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Holiday Pay

10. This complaint is not well-founded and is dismissed.

Employment Judge Moyler

Date: 8 August 2025

Judgment sent to the parties on:

12 August 2025

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For the Tribunal:

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