



EMPLOYMENT TRIBUNALS

Claimant: F Hirmoge

Respondent: East Midlands Homes Co-operative Limited

Heard at: Nottingham (via CVP)

On: 31st October 2025

Before: Employment Judge Ben Chapman

REPRESENTATION:

Claimant: In person

Respondent: Ms A Acheampong

JUDGMENT

1. By consent, the respondent's name is amended from East Midlands Homes Co-operative to East Midlands Homes Co-operative Limited.
2. The complaint of breach of contract in relation to notice pay is well-founded. The respondent shall pay the claimant **£1373.63** 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.
3. The Tribunal has no jurisdiction to consider the Claimant's claim in respect of holiday pay brought as an unauthorised deduction of wages claim as the issue is one of overpayment of wages which is an exempt deduction under s. 14 Employment Rights Act 1996.
4. The Claimant's claim for unauthorised deduction of wages in relation to her hourly rate is not well founded.
5. The Claimant's claim under s. 38 Employment Act 1996 is not well founded.

Approved by:

Employment Judge Ben Chapman

Dated: 31 October 2025

Judgment sent to the parties on:

...27 November 2025.....

For the Employment Tribunal:

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/