



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Maritz  
**Respondent:** Arbour Landscape Solutions Ltd  
**Heard at:** Reading **On:** 15 and 20 January 2026  
**Before:** Employment Judge Shastri-Hurst

**Representation**  
Claimant: in person  
Respondent: Mr O'Keefe (counsel)

## JUDGMENT

1. The claim for redundancy payment is struck out as the Tribunal does not have jurisdiction to hear the claim;
2. The claim for breach of contract (notice pay) is not well-founded and fails;
3. The claim of unauthorised deduction of wages regarding commission is not well-founded and fails;
4. The claim of unauthorised deduction of wages regarding car allowance is well-founded and succeeds;
5. The respondent is to pay the sum of **£5,498.61 (gross)** to the claimant regarding paragraph 4 above.

**Approved by:**

**Employment Judge Shastri-Hurst**

**20 January 2026**

JUDGMENT SENT TO THE PARTIES  
ON  
5 February 2026.....

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FOR THE TRIBUNAL OFFICE

## 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 here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)