



EMPLOYMENT TRIBUNALS

Claimant: Thomas Edgington

Respondent: Love to Rent Limited

Heard at: London South ET (via CVP) **On:** 15 and 16 April 2026

Before: Employment Judge G. King

Representation

For the Claimant: In person

For the Respondent: Ms L. Hession - counsel

JUDGMENT

1. The Claimant's claim in respect of redundancy is well-founded and succeeds. The Respondent shall pay the Claimant the sum of £1,400.00 in respect of redundancy payment.
2. The Claimant's claim of unfair dismissal is not well-founded and is dismissed. In any event, *Polkey* is assessed at 100%.
3. The Claimant's claim in respect of unlawful deduction from wages regarding National Insurance contributions is not well-founded and is dismissed. The deductions were authorised by statute. A failure (if any) by the Respondent to pay these sums to HMRC is outside the Tribunal's jurisdiction.
4. The Claimant's claims in respect of breach of contract relating to private healthcare and a company car are not well-founded and are dismissed.
5. The Claimant's claim in respect of unpaid commission is well-founded and succeeds. The Respondent shall pay the Claimant the sum of £8,000.00 in respect of unpaid commission (subject to tax and National Insurance).

Approved by Employment Judge G. King

Date: 16th April 2026

Judgment sent to parties

Date: 21st April 2026

For The Tribunal Office

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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.

Full reasons for the judgment having been given orally at the hearing, written full 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 full 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/>