



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H De Mello

**Respondent:** Innovate Energy Solutions Limited

**Heard at:** Croydon (via CVP)      **On:** 22 May 2026

**Before:** Employment Judge Leith

## **Representation**

**Claimant:** In person

**Respondent:** Mr H Tilmouth (Chief Executive Officer)

# JUDGMENT

1. The Respondent breached the Claimant's contract of employment and must pay the Claimant the gross sum of **£18,919.58** by way of damages.
2. The complaint of unauthorised deduction from wages is dismissed.

**Approved by:**

Employment Judge Leith

**Dated:** 25 May 2026

## 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](http://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

**Case No: 6022866/2025**

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/>