



EMPLOYMENT TRIBUNALS

Claimant: Mr Stephen Glassup-Smith

Respondent: Home Time Maintenance Limited

Heard at: Watford (by video)

On: 4 August 2026

Before: Regional Employment Judge Foxwell

Representation:

Claimant: In person

Respondent: No appearance

REMEDY JUDGMENT

Judgment on liability in favour of the claimant having been sent to the parties on 31 May 2026:

1. The respondent's name is amended to "Home Time Maintenance Limited", to accurately reflect its name on the register of companies.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £5538.30 gross.
3. In breach of contract the respondent has failed to reimburse the claimant for expenses incurred of £904.48 and the respondent is ordered to pay the claimant that sum.
4. The respondent must pay the claimant **£6,442.78** in total.

Approved by:

Regional Employment Judge Foxwell

4 August 2026

JUDGMENT SENT TO THE PARTIES ON:

2 September 2026

FOR THE TRIBUNAL:

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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/