



EMPLOYMENT TRIBUNALS

Claimant: Mr Jason Hilton
Respondent: Mr Dean Carlin
On: 4 September 2026
Before: Employment Judge Ahmed (sitting alone)
At: Leicester (via CVP)

Representation

Claimant: In person
Respondent: Mr Graham Hales (Lay representative)

JUDGMENT

1. The Claimant was an “employee” of the Respondent within the meaning of section 230(1) of the Employee Rights Act 1996;
2. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £9,354.56.
3. The Respondent has made unlawful deduction from the Claimant’s wages. The amount of the deduction shall be determined at a remedy hearing;
4. The Respondent has failed to pay the Claimant outstanding holiday pay. The amount of the holiday pay shall be determined at a remedy hearing;
5. The remedy hearing is listed for **Friday 15 January 2027 at 10.00 am** by CVP. The parties should take this as notice of the hearing. Case management orders for the hearing are given separately.

Approved by:

Employment Judge Ahmed

Dated: 08 September 2026

Sent to the parties on

...27 September 2026.....

For the Employment Tribunal

...Elliot Barker.....

Notes

Reasons for the judgment having been given orally at the hearing, full 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 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/>