



EMPLOYMENT TRIBUNALS

Claimant: Mr Paul Holmes
Respondent: Paul S Winson (Coaches) Ltd
On: 11 September 2026
Before: Employment Judge Ahmed (sitting alone)
At: Leicester (via CVP)

Representation

Claimant: In person
Respondent: Mr Anthony Winson, Director

JUDGMENT

1. The Respondent is ordered to pay to the Claimant £536.94 net in respect of an unlawful deduction wages;
2. The Respondent is ordered to pay to the Claimant £198.82 net in respect of unpaid holiday pay;
3. The Claimant will be responsible for any tax and national insurance liability on the payments in paragraphs 1 and 2;
4. The Claimant was constructively dismissed. He did not therefore need to give notice of termination of employment;
5. The Respondent's counterclaim is dismissed.

Approved by:

Employment Judge Ahmed

Dated: 11 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/>