



THE EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr P Alkass

v

Browd Medical Limited

Heard at: London Central

On: 11 August 2025

Before: Employment Judge Glennie

Representation:

Claimant: In person

Respondent: Neither present nor represented

JUDGMENT

1. The name of the Respondent on the proceedings is amended to Browd Medical Limited. The proceedings do not need to be re-served.
2. The complaint of unfair dismissal is dismissed on withdrawal.
3. The complaint of unlawful deduction from wages, including non-payment of wages and holiday pay, is well-founded.
4. The complaint of breach of contract, including non-payment of notice pay and failure to reimburse expenses, is well-founded.
5. The Respondent shall pay compensation to the Claimant as follows:
 - 5.1 For non-payment of wages during the periods predating and postdating the signing of the written contract of employment of £1,153.86 and £5,472.23 respectively, giving a total of £6,626.09.
 - 5.2 For non-payment of holiday pay £897.44.
 - 5.3 For breach of contract (non-payment of notice pay) £961.54.
 - 5.4 For breach of contract (non-reimbursement of expenses) £761.98.

- 5.5 In respect of failure to comply with the ACAS Code of Practice, an uplift of 25% on the total of items 1-4 above (£9,247.05), being the additional sum of £2,311.76.**
- 6. The Tribunal finds that the Respondent has conducted the proceedings unreasonably and that under rule 74 of the employment Tribunals Procedure Rules 2024 the Respondent shall in addition to the above pay to the Claimant a preparation time order of £675 (15 hours at £45 per hour).**
- 7. The total sum payable by the Respondent to the Claimant is £12,233.81.**
- 8. Where applicable, the Respondent may deduct income tax and National Insurance contributions from the compensation for non-payment of wages, holiday pay and notice pay, but if it does so must pay the relevant sums to HMRC and provide the Claimant with a written statement showing the deductions made and confirming payment to HMRC.**

Employment Judge Glennie

Dated:11 August 2025.....

Judgment sent to the parties on:

22 August 2025

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For the Tribunal Office

Note

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.