



EMPLOYMENT TRIBUNALS

Claimant: Owais Khan

Respondent: Vision Serve Limited

Heard at: Manchester (by video)

On: 20th and 21st August 2025

Before: Employment Judge Cline (sitting alone)

Representation

Claimant: In-person (on 21st August only; did not attend on 20th August)

Respondent: Did not attend and was not represented

JUDGMENT

- 1) The Claimant's claim for authorised deductions from wages in respect of the deduction of £590 recorded in his payslip dated 30th September 2024 is well-founded and succeeds. The Respondent shall therefore pay the Claimant the sum of £590.
- 2) The Claimant's claim for breach of contract in relation to notice pay is well-founded and succeeds and the Respondent shall therefore pay to the Claimant the gross sum of £345.60 as damages for breach of contract. The Claimant is responsible for ensuring that any income tax or National Insurance that may be due in respect of this sum is paid.

Employment Judge Cline

Date 21st August 2025

JUDGMENT SENT TO THE PARTIES ON

13 October 2025

FOR THE TRIBUNAL OFFICE

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6018218/2024**

Name of case: **O Khan** v **Vision Serve Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 13 October 2025

the calculation day in this case is: 14 October 2025

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office