



EMPLOYMENT TRIBUNALS

Claimant: Mr S Poddar

Respondent: Ai4Process Ltd

Heard at: Watford (in public by CVP)

On: 15 October 2025

Before: Employment Judge Harrison

Appearances

For the Claimant: In person

For the Respondent: Mr C Ocloo, Litigation consultant

JUDGMENT

1. By consent the complaint of an unauthorised deduction from wages in respect of 29 March 2024 is allowed and it is agreed that the respondent will pay the claimant his gross daily rate of £269.23 for that day.
2. The complaint of unauthorised deductions from wages relating to 5 days unaccrued holiday taken from 18-22 March 2024 is not well-founded and is dismissed.
3. The claim of unauthorised deductions from wages relating to 4 days unauthorised absence from 25-28 March 2024 is not well-founded and is dismissed.
4. The claim for breach of contract relating to a failure to pay expenses relating to an Employee Immigration Health Surcharge is not well founded and is dismissed.
5. The claim for breach of contract relating to a failure to pay family visa costs is not well founded and is dismissed.

Approved by Employment Judge Harrison

15 October 2025

Sent to the parties on:

29 October 2025

For the Tribunal:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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/>