



EMPLOYMENT TRIBUNALS

Claimant: Zakaria Uddin
Respondent: Complete Jobs Limited
Heard at: East London Hearing Centre (by CVP)
On: 5 December 2025
Before: Employment Judge A Sugarman

Representation

For the Claimant: Self-representing
For the Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of breach of contract in relation to the failure to pay notice pay is upheld. The Respondent is ordered to pay the Claimant the sum of £2,136.99 gross plus interest of £78.36, thus a total of £2,215.35.
2. The complaint of breach of contract in relation to the failure of the Respondent to pay tax deducted at source to HMRC in October and December 2024, causing loss to the Claimant when he was given a tax rebate in the summer of 2025, is upheld. The Respondent is ordered to pay the Claimant the sum of £344.12.
3. Therefore, the Respondent is ordered to pay to the Claimant the total sum of £2,559.47.

Approved by:
Employment Judge A Sugarman
Date: 5 December 2025

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.

Public access to employment tribunal decisions

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>