



# EMPLOYMENT TRIBUNALS

**Claimant:** Hans Portegys

**Respondent:** Will Barnes Ltd

## JUDGMENT

The Respondent has acted unreasonably in the way that the proceedings have been conducted and is ordered to pay the Claimant as a preparation time order £328 within 14 days of the date of this Judgment.

## REASONS

1. The Respondent did not attend the hearing that took place on 11 February 2025.
2. At that hearing, the Claimant made an application for a preparation time order in respect of 8 hours of preparation time at the statutory rate of £41 per hour.
3. The Tribunal informed the Respondent of the Claimant's application and gave the Respondent opportunity to make written representations as to whether a preparation time order should be made in the above terms. The Respondent was informed that if no such representations were made, a preparation time order would be made.
4. To date, no response has been received from the Respondent.
5. The Claimant's application succeeds.
6. 8 hours at £41 per hour is £328.

**Approved by:**  
**Employment Judge Youngs**  
**27 October 2025**

**Note**

**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](http://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/>