



EMPLOYMENT TRIBUNALS

Claimant: Dr Y Sha

Respondent: Nanoplexus Limited

Heard at: Manchester (by CVP) **On:** 21 October 2025

Before: Employment Judge Porter (sitting alone)

Representatives

For the claimant: In person

For the respondent: Mr JJ Byun, director

JUDGMENT

The judgment of the Tribunal is that:

1. The respondent made a series of unlawful deductions from the claimant's wages by failing to pay to him his salary for the months June 2024 – January 2025. The respondent is ordered to pay to the claimant the sum of £26,000.00 gross.
2. The respondent breached the terms of the employment contract by failing to make pension contributions to the relevant pension scheme. The respondent is ordered to pay compensation to the claimant in the sum of £819.00.
3. The respondent failed to pay to the claimant his accrued holiday pay on the termination of his employment. The respondent is ordered to pay to the claimant the agreed sum of £1,137.50 gross.
4. The respondent committed a fundamental breach of contract entitling the claimant to resign. The claimant did resign in response to that breach. The claimant was constructively dismissed. The respondent is ordered to pay to the claimant compensation the sum of £1,262.12 net.

Approved by
Employment Judge Porter
Date: 22 October 2025

JUDGMENT SENT TO THE PARTIES ON

27 January 2026

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.

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/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6018857/2025**

Name of case: **Dr Y Sha** v **Nanoplexus Limited**

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: 27 January 2026

the calculation day in this case is: 28 January 2026

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

For the Employment Tribunal Office