



EMPLOYMENT TRIBUNALS

Claimant: Mr D. Suleiman

Respondent: Bamboo Connect Limited

Heard at: On: 21, 22, 23, 24 and 27 October 2025,
16 January 2026 (in chambers)
23 January 2026

Before: Employment Judge S. Matthews
Mr. D. Kendall
Mr. M. Bhatti MBE

Representation

Claimant: Ms.G Cullen (counsel)

Respondent: Mr. B. Frew (counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. A separate hearing to determine remedy for the complaint of unfair dismissal will be held at Watford tribunal at 10am on 18 March 2026.
3. The complaint of unauthorised deductions from wages is well-founded:
 - 3.1 The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant the full amount of wages due in December 2024 and is ordered to pay to the claimant the sum of **£7090.32** being the total gross sum. The claimant is responsible for the payment of any tax or National Insurance.
 - 3.2 The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant in lieu of accrued but untaken annual leave on termination of employment and is ordered to pay to the claimant the sum of **£1211.52** being the gross sum due. The claimant is responsible for the payment of any tax or National Insurance.
 - 3.3 The total sum due for unauthorised deductions is **£8301.84**.

Approved by:

Employment Judge S. Matthews

30 January 2026

JUDGMENT SENT TO THE PARTIES
ON 4 February 2026

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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. If written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/