EMPLOYMENT TRIBUNALS

Claimant: Mr Rajesh Kapoor

Respondent: Kuwait Airways Company

Heard at: Watford Employment Tribunal

On: **26 February 2026**

Before: Employment Judge Michell

Appearances:

For the Claimant: Ms Thomas (counsel)
For the Respondent: Mr Healey (solicitor)

JUDGMENT

1. The Claimant's complaint that the Respondent made unauthorised deductions from his wages in contravention of s.13 of the Employment Rights Act 1996 is well founded.

2. The Respondent is ordered to pay the claimant the sum of **£3,345.38** (gross) in respect of the said unauthorised deductions. That figure comprises £2,676.30 in unauthorised deductions, plus a 25% uplift to that amount due to the Respondent's unreasonable failure to follow the ACAS Code of Practice.

APPROVED BY
Employment Judge Michell
Date: 26 February 2026

Sent to the parties on:

4 March 2026

For the Tribunal:

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Written reasons

Written reasons for this decision will not be provided unless asked for by either party by a written request made within 14 days of the sending of this written record of the decision.