



EMPLOYMENT TRIBUNALS

Claimant: Mr J Kara

Respondent: Martin Environmental Services Ltd

Heard at: London South (in public by video) **On: 2,3,4,5, 6 March 2026**

Before: Employment Judge N Wilson
C Rogers (non legal member)
S Dengate (non legal member)

Appearances

For the claimant: Mr Kara (in person)
For the respondent: Mr. Hamed Zovidavi (counsel)

JUDGMENT

It is the unanimous decision of this Tribunal that

1. The complaint of unauthorised deduction from wages (section 13 Employment Rights Act 1996) is well founded. The deductions have been repaid, and no repayment is accordingly due to the claimant.
2. The claimant's claim of protected disclosure detriment (section 47B of the Employment Rights Act 1996) is not well founded and is dismissed.
3. The complaint of automatic unfair dismissal (section 103A Employment Rights Act 1996) is not well founded and is dismissed.
4. The complaint of health and safety detriment (section 44 Employment Rights Act 1996) is not well founded and is dismissed.

5. The complaint of unfair health and safety dismissal (section 100 Employment Rights Act 1996) is not well founded and is dismissed.

Note

6. Reasons for the Judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

All judgments and written reasons for the judgments (if provided) are published in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Employment Judge N Wilson
Dated: 6 March 2026