



EMPLOYMENT TRIBUNALS

Claimant: Mr Shantos Gurung

Respondent: International Total Services (Holdings) Ltd

Heard at: Watford Employment Tribunal
On: 17- 19 February 2026

Before: Employment Judge Young
Non Legal Members: Ms N Kendrick
Mr D Wharton

Representation
Claimant: Litigant in person
Respondent: Ms Chloe Lauret (Litigation Consultant)
Interpreter: Ms Sangi Gurung

JUDGMENT

1. The Claimant's complaint of unfair dismissal under section 94 of the Employment Rights Act 1996 is not well founded and is dismissed.
2. The Claimant's complaint of automatic unfair dismissal by reason of making a protected disclosure under section 103A Employment Rights Act 1996 is not well founded and is dismissed.
3. The Claimant's complaints of detriment by reason of making a public interest disclosure are out of time. The Employment Tribunal does not have jurisdiction to consider the complaints.
4. The Claimant's complaint of unlawful deductions of wages under section 13 is well founded, and the Claimant is awarded £261.12
5. The Claimant's complaint of failure of the employer to provide a written statement of particulars of employment under section 38 of the Employment Act 2002 is well founded, and the Claimant is awarded 4 weeks' pay amounting to £2,611.20.
6. The Respondent shall pay the Claimant £2,872.32 in total.

Approved by:

Employment Judge Young

19 February 2026

JUDGMENT SENT TO THE PARTIES ON

18 April 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. 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/