



EMPLOYMENT TRIBUNALS

Claimant: Mr Khaled Yakoub Esmair

Respondent: Your World Healthcare

Heard at: Bury St Edmunds Employment Tribunal (by CVP)

On: 1 May 2026

Before: Employment Judge Freshwater

Representation

Claimant: in person

Respondent: None

JUDGMENT

1. The claimant's complaint of unlawful deductions from wages is well-founded and is allowed.
2. The respondent is directed to pay the claimant the total amount (gross) of £15,879.55. This sum is calculated as follows:
 - 2.1 Deductions from wages – £8, 244.51 (gross)
 - 2.2 Unpaid holiday pay – £6,921.11 (gross)
 - 2.3 Notice pay - £713.93 (gross)
3. The respondent is directed to pay the amount due within 28 days of receiving this judgment.

Approved by:

Employment Judge Freshwater

1 May 2026

JUDGMENT SENT TO THE PARTIES
ON 12 June 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/