



EMPLOYMENT TRIBUNALS

Claimant: G McFarlane

Respondent: Alvarius Pharmaceuticals Ltd

Heard at: Reading (by CVP) **On:** 29 June 2026

Before: Employment Judge Anstis

Representation

Claimant: In person

Respondent: No attendance or representation

JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages and must pay the claimant **£117,500**.
2. The complaint of breach of contract in relation to notice pay is well-founded. The respondent shall pay the claimant **£25,000** as damages for breach of contract.
3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent shall pay the claimant **£12,455.91** in respect of holiday pay.
4. Each figure in this judgment is gross and the judgment may be satisfied by paying the net amount due, accounting to HMRC for any tax and national insurance that is required to be deducted from the payment in accordance with HMRC rules.
5. The claimant's other claims are dismissed.

**Approved by Employment Judge Anstis
29 June 2026**

JUDGMENT SENT TO THE PARTIES ON

17 July 2026

FOR THE TRIBUNAL OFFICE

Notes:

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/