



EMPLOYMENT TRIBUNALS

Claimants: (1) Mrs H T Zahra
(2) Mr A R Hashmi
(3) Mr C M Usman

Respondent: Ebraheem Hussein Ebraheem Alrefai

Heard at: Watford (by CVP)

On: 8 July 2026

Before: Employment Judge Murdoch

Representation

First Claimant: In person

Second Claimant: In person

Third Claimant: Attended briefly in person at the outset before leaving

Respondent: Did not attend

JUDGMENT

1. With regards to the First Claimant:

- a. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 in respect of wages from 7-30 April 2025 is well-founded. The Respondent is ordered to pay to the First Claimant the gross sum of £1,758 (8 hours per day over 18 days multiplied by hourly rate of £12.21).
- b. The Respondent was in breach of its duty to give the First Claimant a written statement of employment particulars. The Respondent is ordered to pay the First Claimant two weeks' pay under section 38 of the Employment Act 2002, which is the gross sum of £977 (8 hours per day over 10 days multiplied by hourly rate of £12.21).
- c. Therefore, the Respondent is ordered to pay the First Claimant the gross sum of **£2,735** (£1,758 plus £977).
- d. The First Claimant's complaints of protected disclosure ('whistleblowing') and unfair dismissal are dismissed upon withdrawal.

2. With regards to the Second Claimant:

- a. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 in respect of wages from 1 April to 10 May 2025 is well-founded. The Respondent is ordered to pay to the Second Claimant the gross sum of £3,430 (8 hours per day over 35 days multiplied by hourly rate of £12.21).
 - b. The Respondent was in breach of its duty to give the Second Claimant a written statement of employment particulars. The Respondent is ordered to pay the Second Claimant two weeks' pay under section 38 of the Employment Act 2002, which is the gross sum of £1,172 (8 hours per day over 12 days (as this Claimant worked 6 days a week) multiplied by hourly rate of £12.21).
 - c. Therefore, the Respondent is ordered to pay the Second Claimant the gross sum of **£4,602** (£3,430 plus £1,172).
3. With regards to the Third Claimant, the complaint of unauthorised deductions from wages contrary to Part II of the Employment Rights Act 1996 is not well founded. The Third Claimant failed to particularise his claim in the claim form, did not identify the exact amount he alleged was owed, produced no documentary evidence, and did not provide a witness statement. He arrived late to the hearing after being contacted to attend, remained only briefly, and did not tender himself to give sworn oral evidence. In those circumstances, there is no evidential basis upon which the Tribunal could uphold his claim.

Approved
Employment Judge Murdoch

Date 8 July 2026
JUDGMENT SENT TO THE PARTIES ON
11 August 2026

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FOR THE TRIBUNAL OFFICE

Note

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.