



EMPLOYMENT TRIBUNALS

Claimant: Ibraahiim Ahmed
Respondent: Xplore UK Distribution Ltd

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE
By video link

On: 31 July 2026

Before: Employment Judge Adkinson sitting alone

Appearances

For the claimant: In person

For the respondent: Debarred from taking part

CASE MANAGEMENT ORDER AND JUDGMENT

UPON hearing from the claimant in person

AND UPON the respondent failing to file a response

AND UPON the respondent therefore being debarred from taking part

AND UPON the Tribunal granting the claimant permission to amend his claim pursuant to his application of 16 March 2026 because the balance of hardship and injustice favours amendment. He seeks only to amend the amount claimed to £1,875 gross. The amendment does not add a new cause of action. It does not alter the main factual or legal issues the Tribunal must decide. It does not impact on the time estimate for the hearing. The application is made promptly and is clear. The evidence in support (a statement from HMRC of the wages the respondent told them it has paid to the claimant) is clear and supports the amended facts. The data in the evidence comes from the respondent and so is within their own knowledge. The amendment has therefore a reasonable prospect of success. Not allowing the amendment would mean the Tribunal significantly risked proceeding on a false basis. The respondent suffers no prejudice.

AND UPON accepting the claimant's oral evidence

THE TRIBUNAL ORDERS

1. The claimant has permission to amend the sum he claims for unauthorised deduction from wages to £1,875.

IT IS THE TRIBUNAL's JUDGMENT THAT

1. The respondent has made unauthorised deductions from the claimant's wages. The respondent must pay to the claimant the sum of £1,875 gross.
2. The respondent failed to provide the claimant with a written statement of the claimant's employment particulars. It is just and equitable to award 4 weeks pay. The respondent must pay the claimant £1,800.
3. The claimant's application for a preparation time order is dismissed.

Approved by the Judge

Employment Judge Adkinson

Date: 31 July 2026

JUDGMENT SENT TO THE PARTIES ON

.....14 August 2026.....

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment or order 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

All judgments (apart from withdrawal 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.

Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.