



EMPLOYMENT TRIBUNALS

Claimant: Dr Y Umar

Respondent: Entoplast Ltd

Heard at: Cambridge

On: 20 July 2026

Before: Employment Judge Tynan

Appearances

For the Claimant: In person

For the Respondent: Mr Williams, Consultant

UPON THE RESPONDENT'S APPLICATION pursuant to rule 69 of the Employment Tribunals Procedure Rules 2024 for reconsideration of the Judgment sent in writing to the parties on 10 November 2025 (the "Judgment").

JUDGMENT on RECONSIDERATION APPLICATION

1. It is necessary in the interests of justice to reconsider the Judgment.
2. On reconsideration, the Judgment is set aside and the following judgment is given in its place:
 - a. The complaint of unauthorised deductions from wages is well-founded in respect of wages for the period 1 to 9 July 2024 and in respect of expenses for the period 9 January 2024 to 9 July 2024. The Respondent is ordered to pay the Claimant the following sums:
 - i. The gross sum of **£969.22** in respect of unpaid wages; and
 - ii. The sum of **£1,431.35** in respect of expenses.
 - b. The complaint of breach of contract in relation to notice pay and holiday pay is well-founded. The Claimant having not been required to work what would otherwise have been his notice period and having mitigated his losses, the Respondent shall pay the Claimant **£4,490.88** as damages for breach of contract.
 - c. The remaining complaints of unauthorised deductions from wages and breach of contract are not well-founded and are dismissed.

Approved by:

Employment Judge Tynan

Date: 20 July 2026

Judgment sent to the parties on

10 September 2026

For the Tribunal office

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>