



EMPLOYMENT TRIBUNALS

Claimant: Nabil Bouzid

Respondent: Verisure Services (UK) Ltd

Heard at: Birmingham

On: 7, 8, 9, 10, 11 September 2026

Before: Employment Judge Meichen, Mr P Wilkinson, Mr A Moosa

Appearances

For the claimant: in person

For the respondents: Mr A Ross, counsel

JUDGMENT

1. The claimant was fairly dismissed. The claimant's complaint of unfair dismissal therefore fails.
2. The claimant's notice period was 2 weeks and he was not paid for that notice period. The tribunal does not have jurisdiction to hear the claimant's complaint about whether there was a lawful deduction from the claimant's final wages (which included his notice pay).
3. The claimant was disabled by virtue of stress and anxiety from January 2024 and the respondent had the requisite knowledge of the disability from the same date. The claimant was disabled by virtue of left shoulder pain and stiffness from August 2022 and the respondent had the requisite knowledge of the disability from the same date.
4. The claimant was not disabled by virtue of neck pain, tuberculosis or chronic fatigue syndrome and the respondent did not have the requisite knowledge of those conditions at any time.
5. The tribunal does not have jurisdiction to hear the claimant's complaints about failure to make reasonable adjustments because they are out of time. In any event these complaints would have failed.
6. The tribunal does not have jurisdiction to hear the claimant's complaints about disability related harassment because they are out of time. In any event these complaints would have failed.
7. The claimant's complaint of discrimination arising from disability fails.
8. The respondent did not fail to correctly calculate the claimant's holiday pay by using his basic pay only for his 10 days leave in January 2024 or in his final

payment for accrued annual leave when his employment terminated. The tribunal does not have jurisdiction to hear the claimant's complaint about an incorrect calculation of his 9 days holiday pay in August 2022 because it is out of time. There was no incorrect deduction from the claimant's holiday pay relating to the 4 days holiday booked but cancelled by the claimant in August 2023. The tribunal has not determined whether there any sums outstanding of holiday pay due to the claimant because this issue turns upon whether there was a lawful deduction from the claimant's final wages (which included his accrued but untaken holiday pay).

9. The claimant's complaints about unauthorised deductions from wages in respect of commission earned on sales between August 2021 and December 2021 and SSP due from 8 April 2022 onwards are out of time and the tribunal does not have jurisdiction to hear them. In any these complaints would have failed. The tribunal does not have jurisdiction to hear the claimant's complaint about the deduction from his final wages of £5119.02.
10. The tribunal does not have jurisdiction to hear the claimant's breach of contract claim as it was brought while the claimant was still an employee. In any event the respondent did not breach the claimant's contract by failing to provide him with a company car, mileage or expenses related to entering the clean air zone.
11. The claim therefore fails and is dismissed.
12. We emphasise that we have not determined the claimant's claim insofar as it related to the lawfulness of the deduction from the claimant's final pay packet of £5119.02. This is because the purpose of that deduction was the reimbursement of the employer in respect of an overpayment of wages. If the claimant wishes to pursue his complaint about that he must do so in the civil courts.

Employment Judge Meichen
Approved on 11.9.26

Sent to the parties on:

14.9.26

For the Tribunal Office:

Curtis Burr

Full reasons for the judgment having been given orally at the hearing, further 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.