



EMPLOYMENT TRIBUNALS

Claimant: A Molas

Respondent: Pharma Targeting Limited

Heard at: London South, by CVP **On:** 11 September 2026

Before: Employment Judge Rice-Birchall

Representation

Claimant: In person

Respondent: No appearance

JUDGMENT

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1 October to 21 November 2025.
2. The respondent shall pay the claimant **£3634** plus employee pension contributions of **£34.59** which are the net sums deducted. The figures include 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

Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£2000** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Employer pension contributions

5. The complaint of breach of contract in relation to employer pension contributions is well-founded.
6. The respondent shall pay the claimant **£25.94** (net) as damages for breach of contract.

Approved by:
Employment Judge Rice-Birchall
Date: 11 September 2026

Sent to the parties on:
Date: 15 September 2026

Notes

Full reasons were given orally at the hearing. Written full 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 the 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/