



EMPLOYMENT TRIBUNALS

Claimant: Mr Miah

Respondent: Fieldsend Financial Limited

Heard at: Watford (by CVP video link)

On: 2 September 2026

Before: Employment Judge Skehan

Appearances

For the claimant: in person

For the respondent: in person, represented by Ms Clarkson-Fieldsend

PREPARATION TIME ORDER

1. The respondent's application for a Preparation Time Order in accordance with the Employment Tribunal rules is successful to the extent set out below.
2. The claimant's claim relating to unpaid bonus, claimed as a breach of contract or in the alternative unauthorised deduction from wages, had no reasonable prospect of success. The grounds contained in Rule74(2)(b) are made out by the respondent. The tribunal considered it appropriate to exercise its discretion to make a Preparation Time Order.
3. The claimant must pay to the respondent the **sum of £822 within 14 days from the date of this Judgment**. The amount of the Preparation Time Order was calculated by reference to:
 - 3.1 6 hours of preparation in October 2025 at the rate of £45 per hour;
 - 3.2 6 hours of research and preparation in April 2026 at £.46 per hour and
 - 3.3 6 hours of document preparation in April 2026 at £46 per hour.
4. The respondent's application under Rule74(2)(a) was unsuccessful and dismissed

Approved by:

**Employment Judge Skehan
2 September 2026**

Sent to the parties on:

28 September 2026

For the Tribunal Office:

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.