EMPLOYMENT TRIBUNALS

Heard at: London South (by video) **On:** 30 October 2026

Claimant: Mr Radoslaw Rybak

Respondent: Xavi & Co Ltd

Before: Employment Judge Sellwood

Representation:

Claimant In Person

Respondent Ms Law, Litigation Consultant

JUDGMENT

1. The claim for unlawful deduction of wages relating to arrears is dismissed upon withdrawal, those wages having been paid before the hearing.

2. The claim for unlawful deduction of wages relating to unpaid commission is unsuccessful and is dismissed.

Employment Judge Sellwood

Date 30 October 2026

JUDGMENT & REASONS SENT TO THE PARTIES ON

4 November 2026

For the Tribunal Office

P Wing

Written reasons

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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. If the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

Judgments and reasons for the 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.

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 may be payable. 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/