



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Opalach

**Respondent:** John's Water Services Limited, a company in voluntary liquidation.

**Heard at:** The Midlands West Employment Tribunal (remotely by CVP)

**On:** 15 September 2022

**Before:** Employment Judge Wilkinson

**Representation**  
Claimant: Mr S Gittins (counsel)  
Respondent: No attendance

## JUDGMENT

Further to the judgment given on 8 July 2022 pursuant to rule 21 of the Employment Tribunal Rules of Procedure, the tribunal has determined that there shall be compensation for the claimant quantified as follows:

1. Judgment for the claim for unfair dismissal shall be in the sum of £32,330.05 (gross), comprised as follows:

- |                              |            |
|------------------------------|------------|
| a. Basic award:              | £11,424.00 |
| b. Compensatory award:       | £20,506.05 |
| c. Loss of Statutory rights: | £400.00.   |

2. Judgment for the claim for breach of contract (unpaid notice pay) shall be in the sum of £6,036.96 (net).

3. Judgment for the claim for unlawful deduction from wages shall be in the sum of £6,883.46 (net), comprised as follows:

- |                               |           |
|-------------------------------|-----------|
| a. Unpaid holiday pay:        | £2,607.28 |
| b. Unpaid Statutory sick pay: | £2,515.40 |

c. Unpaid wages: £1,760.78.

4. Pursuant to section 38 of the Employment Rights Act 2002, the claimant not having been provided with written particulars of his employment, the claimant is awarded four weeks' net pay in the sum of £2,012.32.

5. The total amount payable to the claimant is therefore: £47,262.79.

Employment Judge **Wilkinson**  
15 September 2022

Notes

Reasons for the judgment having been given orally at the hearing, 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.

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