



EMPLOYMENT TRIBUNALS

Claimant: Ms R Channing

Respondent: AAQUA Limited

Heard at: London Central (via CVP)

On: 9th December 2022

Before: Employment Judge Nicklin

Representation

Claimant: in person

Respondent: no attendance or representation

JUDGMENT

UPON the Respondent having been correctly served but not having filed an ET3 Response to the claim

AND UPON the tribunal hearing sworn evidence from the Claimant and being satisfied that the amounts set out in the judgment below are owing and unpaid pursuant to the Claimant's contract and the terms of her signed termination and release letter dated 23rd June 2022

AND UPON the Claimant confirming that she does not pursue any claim in this jurisdiction for any breach of contract in respect of any entitlement to employee stock options and, accordingly, no findings having been made on such an issue

It is the judgment of the tribunal that:

1. The Respondent made an unlawful deduction to the Claimant's wages in August 2022 by failing to pay her pro rata salary for the month of August 2022 in the sum of £11,014.49 (gross) and accrued but unpaid holiday pay upon termination of £9,500 (gross).
2. The Respondent is in breach of contract for failing to invest the sum of £1,583.33 deducted from the Claimant's July 2022 pay into her occupational pension fund.
3. The Respondent is in breach of contract for failing to make its 4% contributions to the Claimant's occupational pension fund for the months of July and August 2022. The amounts not invested are £633.33 in July and £449.46 (pro rata) in August 2022.
4. The Respondent must therefore pay the Claimant the grand total (gross) of **£23,180.61** (for unpaid wages and damages for breach of contract). This

sum is gross and must be paid to the Claimant, by the Respondent, net of any appropriate deductions for tax or National Insurance.

Employment Judge Nicklin

Date 9th December 2022

JUDGMENT SENT TO THE PARTIES ON

09/12/2022

FOR THE TRIBUNAL OFFICE

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.

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.