



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr M Forshaw

Mrs N Anwar

**Respondent:** AAQUA LIMITED

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

### Both claimants

1. The respondent has failed to present a valid response on time for the claims brought by Mr M Forshaw or Mrs N Anwar. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.

### Mr M Forshaw

2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£7,083.33** (1 month's pay for August).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£7,083.33** (1 month's notice).
4. The respondent has failed to pay the claimant's accrued annual leave entitlement of 7.5 days and is ordered to pay the claimant the gross sum of **£1,746.57** (gross yearly pay £84,999.96 divided by 365 days x 7.5 days).
5. The claim for a redundancy payment is struck out because the claimant has insufficient service with the respondent to bring such a claim.

### Mrs N Anwar

6. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£6,741** (1 month's pay for August).
7. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£6,741** (1 month's notice).

8. The respondent has failed to pay the claimant's accrued annual leave entitlement of 11 days and is ordered to pay the claimant the gross sum of **£2,438** (gross yearly pay £80,892 divided by 365 days x 11 days).

Employment Judge KM Ross

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Date: 15 February 2023

JUDGMENT SENT TO THE PARTIES ON

28 February 2023

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **2408118/2022, 2408332/2022**

Name of cases: **Mr M Forshaw** v **AAQUA LIMITED**  
**Mrs N Anwar**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 28 February 2023

**the calculation day** in this case is: 1 March 2023

**the stipulated rate of interest** is: **8% per annum.**

For the Employment Tribunal Office