



EMPLOYMENT TRIBUNALS

Claimant: Mr A Elahi

Respondent: Aaqua Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of (£175,000/12 =) **£14,583.34**. (subject to any lawfully required PAYE deductions, but without any other deduction or set off)
2. 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 **£8,689.29** (equivalent to one month's net pay). This sum is to be paid without any deduction.
3. The claimant is not entitled to a redundancy payment as he was not employed long enough.
4. I do not award anything for alleged pension losses, as I am not satisfied that the contract is clear enough for either a damages for breach of contract award or an unauthorised deduction from wages award in relation to alleged non-payment of pension contributions.
5. The respondent has failed to pay the claimant's holiday entitlement in accordance with of the Working Time Regulations 1998 and is ordered to pay the claimant the sum of $(1/12 \times 5.6 \times £175000/52 =)$ **£1570.52** (subject to any lawfully required PAYE deductions, but without any other deduction or set off).

Employment Judge Quill

Date: 13 July 2023

JUDGMENT SENT TO THE PARTIES ON
25/08/2023

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AND ENTERED IN THE REGISTER
J Moossavi

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FOR THE TRIBUNAL OFFICE