



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Kenneth Ward  
**Respondent:** Aaqua Limited  
**Heard at:** East London Hearing Centre (by video)  
**On:** 3<sup>rd</sup> July 2023  
**Before:** Employment Judge Howden-Evans (sitting alone)

## Representation

Claimant: In person  
Respondent: No attendance

# JUDGMENT

The respondent having failed to present a response to this claim, and upon there being no attendance (at this hearing) by or on behalf of the respondent, and having heard evidence on oath from the claimant, the employment judge's decision is:

1. The respondent has dismissed Mr Ward with insufficient notice. Mr Ward is entitled to **£4,027** (1 month's net pay) compensation for breach of contract for lack of notice (notice pay).
2. The respondent has failed to pay the claimant's holiday entitlement (for holidays accrued but not taken at the time of dismissal) and is ordered to pay the claimant the sum of **£2,657.82** (14.3 days' net pay).
3. In failing to pay the claimant his wages for August 2022, the respondent has made unlawful deductions from the claimant's wages and is ordered to pay the claimant the sum of **£4,027** (1 month's net pay).
4. In total the respondent is liable to pay the claimant the sum of **£10,711.82**. Interest will accrue at a rate of 8% per annum on any amount of this award that remains unpaid 14 days after the date of this Judgment: see Employment Tribunal (Interest) Order 1990 and s17 Judgments Act 1838. This means if the whole amount remains unpaid it will accrue interest at a rate of £2.35 per day.

5. The Employment Protection (Recoument of Jobseekers Allowance and Income Support) Regulations 1996 do not apply to this award.

**Employment Judge Howden-Evans  
Dated: 4 September 2023**