



EMPLOYMENT TRIBUNALS

Claimant: D Thompson

Respondent: Royale Oceanic International Limited

JUDGMENT ON LIABILITY

PURSUANT TO RULE 22 OF THE EMPLOYMENT TRIBUNALS RULES OF PROCEDURE 2024

- (1) The claim for unfair dismissal is well founded and succeeds.
- (2) The claim for a statutory redundancy payment under section 163 Employment Rights Act 1996 is well founded and succeeds.
- (3) The claim for notice pay (breach of contract) is well founded and succeeds.
- (4) The claim for unlawful deduction of wages (arrears of pay) is well founded and succeeds.
- (5) The claim for payment of holiday pay outstanding on termination of employment under regulation 30 Working Time Regulations 1998 is well founded and succeeds.

A remedy hearing shall be listed at which a Judge shall determine what remedy is to be awarded to the Claimant.

Employment Judge Sweeney

19 August 2025