



THE EMPLOYMENT TRIBUNALS

Claimant: Mr D Rowell

Respondent: Royale Oceanic International Ltd

Heard By: Newcastle Employment Tribunal

By: Cloud Video Platform (CVP) **On:** 4 November 2025

Before: Employment Judge Martin

Representation:

Claimant: In Person

Respondent: No attendance / Representation

JUDGMENT

- 1) The claimant's claim for a redundancy payment is well founded. The claimant is not awarded any compensation.
- 2) The claimant's complaint of breach of contract (notice pay) is well founded, and the claimant is awarded the sum of £1386.68 (net)
- 3) The claimant's complaint of breach of the Working Time Regulations (holiday pay) is well founded, and the claimant is awarded the sum of £488.65 (gross).
- 4) The claimant's complaint of unlawful deduction from wages is also well founded and the claimant is awarded the sum of £834.29 (gross).

REASONS

Oral reasons were given at the hearing. The parties are entitled to apply for written reasons within 14 days of this judgement.

EMPLOYMENT JUDGE MARTIN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON**

15 November 2025

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