



EMPLOYMENT TRIBUNALS

Claimant: N Patel

Respondent: Nautic Engineering Ltd

RULE 22 JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 17 May 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The title is amended to show the proper name of the respondent as it appears at Companies House.
3. The claimant was dismissed in breach of contract in respect of notice, and the respondent must pay damages to the claimant in the sum of **£3,284.82**. This has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as "Post Employment Notice Pay." The sum is calculated as follows:
 - a. Weekly pay = £300.90 (£1,303.90 per month x 12 months ÷ 52 weeks)
 - b. 12 weeks' statutory notice = £300.90 x 12 weeks = £3,610.80
 - c. less payment received of £325.98 on 30/3/2025 (£3,610.80 - £325.98)
 - d. Balance outstanding = £3,284.82
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£4,776.75** calculated as follows:
 - a. Statutory redundancy pay (24 weeks x £300.90) = £7,221.60
 - b. Less payment received of £2,444.85 = £7,221.60 - £2,444.85
 - c. Balance outstanding = £4,776.75
5. The total judgment sum which the respondent must pay the claimant is **£8,061.57** (This is made up of the sums at paragraphs 3 and 4 above.)

Approved by:

Employment Judge Eeley

14 January 2026

JUDGMENT SENT TO THE PARTIES ON

6 February 2026

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401814/2025**

Name of case: **N Patel** v **Nautic Engineering Ltd**

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: 6 February 2026

the calculation day in this case is: 7 February 2026

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

For the Employment Tribunal Office