



EMPLOYMENT TRIBUNALS

Claimant: Andrew Palmer
Respondent: Aqua Lane Limited
Heard at: Croydon
On: 9 January 2026
Before: Employment Judge Liz Ord

Representation:

Claimant: In person
 Respondent: Not attending

JUDGMENT

1. The respondent, Aqua Lane Limited, is ordered to pay the claimant the sum of **£122,425.70** comprising the following:

A basic award	12 full years' service Age 45yrs at termination date on 18.4.2024 $4 \times 1.5 \times 700 = 4,200$ $8 \times 1 \times 700 = 5,600$	£9,800
A compensatory award		£75,982.63
Loss statutory rights	500	
Immediate lost earnings	99,000.83 (644 days – net daily rate 153.73)	
Future loss of earnings	1,795.51 (difference in earnings to 4.8.2026)	
Accommodation losses due to eviction from tied pub flat	6,302.40 (8 months)	
Travel expenses to new job (no travel when lived on premises in pub flat)	£1,300 (up to 9.1.2026)	
	Total 108,898.73	

Post dismissal earnings	Adjust for mitigation payments of 55,229.15 Net award 53,669.58 Gross up award above 30,000 at 40% tax rate (30,000 made up of basic and 20,200 compensatory, leaving 33,469.58 (60%) to gross up to 100% = 55,782.63. Total compensatory award grossed up = 75,982.63 (20,200 + 55,782.63)	
An award for injury to feelings Interest	Upper end of middle Vento band (11,700 to 35,200) 32,000 At 8% from date of suspension (18.3.2024) to 9.1.2026 = 4,643.07	£36,643.07
		£122,425.70

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Liz Ord

Date 9 January 2026

- Note
Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.
- Public access to employment tribunal decisions
Judgements and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.