



EMPLOYMENT TRIBUNALS

Claimant: Mr. Carl Waddicar
Respondent: Thao One Limited
Heard at: Manchester by CVP
On: 26th March 2026
Before: Employment Judge Khan

REPRESENTATION:

Claimant: In Person
Respondent: Did not attend and was not represented

JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claim was presented in the Manchester Employment Tribunal on the 26 March 2026. The respondent failed to present a valid response on time. A determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages in the period of 1 to 30 April 2025 and must pay the claimant £1,565.00, which is the gross sum deducted.
3. The claimant is entitled to be paid a statutory redundancy payment by the respondent in the sum of £2,709.67. This is calculated as follows: The claimant worked for the respondent for 5 years and was 62 years old when he was made redundant. The claimant is therefore entitled to 7.5 weeks with a weekly pay of £361.29 a week.

4. The claim for holiday pay is not well founded, and is dismissed.
5. The total amount awarded to the claimant and payable by the respondent is £4,274.67
6. The claimant is responsible for the payment of any tax or National Insurance.

Employment Judge Khan

Date: 26.03.2026

JUDGMENT SENT TO THE PARTIES ON

30 April 2026

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402721/2025**

Name of case: **Mr Carl Waddicar** v **Thao One Limited**

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: 30 April 2026

the calculation day in this case is: 1 May 2026

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

For the Employment Tribunal Office