



EMPLOYMENT TRIBUNALS

Claimant: Mr A Padfield

Respondent: Aquevo Limited

Heard at: Watford Employment Tribunal (In public)

On: 5 January 2026 (face to face)
28 July 2026 (by video)

Before: Employment Judge Quill (sitting alone)

Appearances

For the claimant: Litigant in person

For the respondent: Ms C Lauret, trainee litigation consultant (5 January)
Ms Z Hussain, consultant (28 July)

JUDGMENT

- (1) The only complaints presented were for notice pay, holiday pay, arrears of pay and about alleged failure to supply payslips. An amendment application (to add unfair dismissal) was made, but refused.
- (2) The Claimant was entitled to either notice or else to payment in lieu of notice and effectively he received neither prior to presentation of the claim. The breach of contract complaint succeeds.
- (3) On termination of employment, although the Respondent paid something in lieu of holiday entitlement, it paid less than the Claimant's full entitlement. The full amount was not paid prior to presentation of the claim. The complaint alleging breach of the Working Time Regulations 1998 succeeds.

- (4) The Respondent made unauthorised deductions from the Claimant's final salary payment. The full amount was not paid prior to presentation of the claim.
- (5) Prior to 5 January, the Respondent made a payment to the Claimant which covered the damages that he would otherwise have received for breach of contract and also covered the full outstanding balance for the payment in lieu of unused holiday. The payment covered some, but not all, of the unauthorised deduction from wages.
- (6) The unauthorised deduction from wages that was not covered by the payment (made around 2 January 2026) is the gross sum of £76.92 (equivalent to the 5 hours wages which the Respondent asserted that the Claimant had been overpaid / was not entitled to).
- (7) The Respondent is ordered to pay £76.92 to the Claimant.
- (8) The complaints alleging breach of the requirements of section 8 the Employment Rights Act 1996 (itemised pay statements) fail.
- (9) There is no ACAS uplift

Approved by:

Employment Judge Quill

Date: 31 July 2026

JUDGMENT SENT TO THE PARTIES ON

.....2 September 2026.

.....
FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>