



EMPLOYMENT TRIBUNALS

Claimant: Mr M F Rahman
Respondent: AEEIW Ltd
Heard at: East London Hearing Centre (CVP)
On: 20 August 2026
Before: Employment Judge Reid

Representation

For the Claimant: in person, not represented (accompanied by Ms Nishtha for support)
For the Respondent: did not attend

JUDGMENT

The Respondent entered no response to the claim. Rule 22 Tribunal Rules 2024 applied.

The judgment of the Tribunal is that:-

1. The Respondent made an unlawful deduction to the Claimant's wages contrary to s13 Employment Rights Act 1996 for November 2025 and December 2025, when it did not pay him for these months.

The amount payable is £1721.96 (ie net pay) for each month = **total £3443.92**

2. The Claimant resigned and claimed constructive dismissal and claimed one week's statutory minimum notice pay under s86 Employment Rights Act 1996.

The amount payable is £397.37 (a week's net pay ie annual net pay of £20,663.52 divided by 52 weeks)

Plus interest at 8% for 232 days (last date of employment to date of judgment) = £20.20

total £417.57

3. The Respondent failed to pay the Claimant's accrued but untaken holiday pay on termination of employment contrary to Regulation 14 Working Time Regulations 1998 and clause 9 of his contract.

The Claimant is entitled to 18.79 accrued days (as per December 2025 payslip) at £96.15 (gross) per day = **£1,806.65**

TOTAL 1+2+3 = £5,668.14

**Approved by:
Employment Judge Reid
Dated: 20 August 2026**

Note

Full reasons for the judgment having been given orally at the hearing, full 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.

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