



EMPLOYMENT TRIBUNALS

Claimant: Mr T J Cawley

Respondent: ICM Services UK Limited

HELD AT: Liverpool

ON: 21 April 2017
5 May 2017

BEFORE: Employment Judge Robinson
(sitting alone)

REPRESENTATION:

Claimant: Mr J Boyd, Counsel

Respondent: Mr K Ali, Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claims for unfair dismissal, damages for breach of contract and unlawful deduction of wages succeed, and the respondent is ordered to pay forthwith to the claimant the sum of £20,367.11 calculated as per the schedule below.
2. The recoupment provisions do not apply.

SCHEDULE

Basic Award	£320.00
Compensatory Award	£12,232.00
Loss of statutory rights	£278.00
Holiday pay	£528.20
Unlawful deduction of wages	£3,881.41

25% uplift to compensatory award	<u>£3,127.50</u>
Total	<u>£20,367.11</u>

08-05-17

Employment Judge Robinson

JUDGMENT SENT TO THE PARTIES ON

12 May 2017

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2406087/2016

Name of case: Mr TJ Cawley v ICM Services UK Limited

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 12 May 2017

"the calculation day" is: 13 May 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL
For the Employment Tribunal Office