



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Larkin

**Respondent:** MDA Products Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made unauthorised deductions from the claimant's wages in respect of pay and tax refunds and is ordered to pay the claimant the net sum of £7206.92 (comprising £4065.08 under paragraph 4 of the grounds of claim, £2646.84 under paragraph 5 and £495.00 under paragraph 10).
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the net sum of £441.14.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £1641.04.
4. Pursuant to Section 38 of the Employment Act 2002, the respondent is ordered to pay the claimant the gross sum of £1152.00 representing two weeks' gross pay for non-provision of a statement of particulars of main terms of employment.
5. No order for costs is made under Rule 75(1)(b) following the Supreme Court ruling in R (on the application of UNISON) v Lord Chancellor 2017 UKSC 51, but the attention of HMCTS will be drawn to the fact that the claimant has paid a fee which is to be refunded. The details of the repayment scheme are a matter for HMCTS.

6. The hearing listed on 19 September 2017 is cancelled.

Regional Employment Judge Parkin

Date: 16 August 2017

JUDGMENT SENT TO THE PARTIES ON  
21 August 2017

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2403328/2017

Name of Mr R Larkin v MDA Products Ltd  
case(s):

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: 21 August 2017

"the calculation day" is: 22 August 2017

"the stipulated rate of interest" is: 8%

MR I STOCKTON  
For the Employment Tribunal Office