



EMPLOYMENT TRIBUNALS

Claimants:

- Mr T Cowan
- Mr C Chandler
- Ms H Smith
- Ms L Hughes
- Mr J Cavanagh
- Mr J Cooper
- Mr B McNally

Respondent: Eldonian Group Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claims of the claimants named below against Eldonian Group Limited succeed with regard to various claims of non payment of redundancy pay, unlawful deduction of wages and damages for breach of contract.

2. The respondents will therefore pay the sums set out below to the claimants named as follows:-

Mr Thomas Cowan the sum of £8,708.94 made up of outstanding wages of £4,766.66, outstanding holiday pay of £1,538.40, redundancy payment of £1,442.31, notice pay of £961.57.

Mr Christopher Chandler the sum of £9,410.16 made up of outstanding pay of £4,653.69, outstanding holiday pay of £797.21, redundancy payment of £1,979.63, notice pay of £1,979.63.

Miss Heather Smith the sum of £11,861.53 made up of outstanding wages of £3,600, outstanding holiday pay of £761.53, outstanding redundancy payment of £4,500 and notice pay of £3,000.

Miss Laura Hughes the sum of £6,296.30 made up of outstanding wages of £5,211.72, outstanding holiday pay of £632.66, one weeks' notice of £451.92.

**Case Nos: 2403237/2017 2403238/17,
2403239/17, 2403240/17, 2403241/17, 2403242/17, 2403243/2017**

Mr James Cavanagh, the sum of £7,903.56 made up of outstanding wages of £5,266.66, outstanding holiday pay of £1,938.42, one week's notice pay of £538.46, outstanding fuel payment of £160.02.

Mr John Cooper, the sum of £5,900 made up of outstanding wages of £5,500 and holiday pay of £400.

Mr Ben McNally, the sum of £6,196 made up of outstanding wages of £1,336, holiday pay of £540 and redundancy pay of £2,160 and notice pay of £2,160.

08-09-17

Employment Judge Robinson

JUDGMENT SENT TO THE PARTIES ON

21 September 2017

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE

**Case Nos: 2403237/2017 2403238/17,
2403239/17, 2403240/17, 2403241/17, 2403242/17, 2403243/2017**



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2403237/2017 & Others

Name of cases: Mr T Cowan & Others v Eldonian Group 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: 21 September 2017

"the calculation day" is: 22 September 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL
For the Employment Tribunal Office