



EMPLOYMENT TRIBUNALS

Claimant: Miss N Kay

Respondent: Rebecca Priestman Limited

HELD AT: Manchester

ON:

5 April 2018

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: In person

Respondent: R Priestman, owner

JUDGMENT

1. The claimant is entitled to be paid a redundancy payment by the respondent of £3,176.30.
2. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for work done in November 2017. The respondent is ordered to pay to the claimant the sum of £1,147 in respect of that deduction.
3. The respondent failed to pay to the claimant an amount to which she was entitled on termination, under the terms of the contract of employment, in respect of accrued but untaken holiday. The respondent is ordered to pay to the claimant the sum of £228.69 due under the contract.
4. The respondent unfairly dismissed the claimant. The respondent is ordered to pay to the claimant compensation for unfair dismissal of £2843.36 (of which £2,787.60 is to compensate the claimant for the respondent's failure to give the period of notice required by Employment Rights Act 1996 section 86(1)).
5. The recoupment regulations apply to the award of compensation for unfair dismissal as follows:
 - (a) Grand total of the award: £2843.36
 - (b) Prescribed element: £2843.36
 - (c) Period of prescribed element: 25 November 2017 – 5 February 2018
 - (d) Balance of total award less prescribed element: £ 0

Employment Judge Aspden

Date 25 April 2018

15 May 2018

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2424140/2017 & 2424147/2017

Name of Miss N Kay v Rebecca Priestman 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: 15 May 2018

"the calculation day" is: **16 May 2018**

"the stipulated rate of interest" is: 8%

MR I STOCKTON
For the Employment Tribunal Office