



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Miss K Haselden

Respondent
Overton House Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Manchester on 31 January 2019.

EMPLOYMENT JUDGE Warren

Representation

Claimant In person

Respondent did not attend

JUDGMENT

1. The claims of breach of contract, unpaid wages and unpaid untaken annual leave are well founded and succeed. The claim for a refund for a DBS check fails as it is outwith any contractual agreement.
2. The respondent dismissed the claimant in breach of contract and is ordered to pay her 1 week's pay amounting to three hundred and forty nine pounds (£349) net.
3. There was an unlawful deduction from the claimant's wages for 4 days unpaid work in September 2018 in the sum of three hundred and fifty six pounds and twenty sixpence (£356.26) net.
4. There was an unlawful deduction from the claimant's wages in August 2018 in the sum of four hundred and sixty one pounds and twenty seven pence (£461.27) which the respondent is ordered to pay to the claimant.

5. There was an unlawful deduction from wages for one shift of 8 hours at ten pounds an hour worked at the respondent's instigation at Safe Hands which the respondent is ordered to pay the sum of eighty pounds (£80).

6. The claimant incurred six pounds and nine pence in lawful expenses which, in breach of contract have not been reimbursed. The respondent is ordered to pay compensation in the sum of six pounds and two pence (£6.02)

7. On the date of her dismissal the claimant had accrued 5 days annual leave of which she had taken none. The respondent is ordered to pay the claimant for 5 days' accrued and untaken leave which amounts to three hundred and forty nine pounds (£349)

8. In total the respondent is ordered to pay the claimant the sum of sixteen hundred and one pounds and fifty five pence. (£1601.55)

Employment Judge Warren

Signed on 6 March 2019

Oral reasons having been given at the Hearing, written reasons may be requested within 14 days

Judgment sent to Parties on

19 March 2019



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2416225/2018**

Name of case(s): **Miss K Haselden** v **Overton House 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: **19 March 2019**

"the calculation day" is: **20 March 2019**

"the stipulated rate of interest" is: **8%**

MISS H KRUSZYNA
For the Employment Tribunal Office

INTEREST ON TRIBUNAL AWARDS

GUIDANCE NOTE

1. This guidance note should be read in conjunction with the booklet, 'The Judgment' which can be found on our website at www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, paper copies can be obtained by telephoning the tribunal office dealing with the claim.

2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards (excluding sums representing costs or expenses) if they remain wholly or partly unpaid more than 14 days after the date on which the Tribunal's judgment is recorded as having been sent to the parties, which is known as "the relevant decision day".

3. The date from which interest starts to accrue is the day immediately following the relevant decision day and is called "the calculation day". The dates of both the relevant decision day and the calculation day that apply in your case are recorded on the Notice attached to the judgment. If you have received a judgment and subsequently request reasons (see 'The Judgment' booklet) the date of the relevant judgment day will remain unchanged.

4. "Interest" means simple interest accruing from day to day on such part of the sum of money awarded by the tribunal for the time being remaining unpaid. Interest does not accrue on deductions such as Tax and/or National Insurance Contributions that are to be paid to the appropriate authorities. Neither does interest accrue on any sums which the Secretary of State has claimed in a recoupment notice (see 'The Judgment' booklet).

5. Where the sum awarded is varied upon a review of the judgment by the Employment Tribunal or upon appeal to the Employment Appeal Tribunal or a higher appellate court, then interest will accrue in the same way (from "the calculation day"), but on the award as varied by the higher court and not on the sum originally awarded by the Tribunal.

6. 'The Judgment' booklet explains how employment tribunal awards are enforced. The interest element of an award is enforced in the same way.